

AD-A059 944 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
ELECTRONIC WARFARE SYSTEMS CAREER LADDER, AFSCS 32833, 32853, 3--ETC(U)
AUG 78

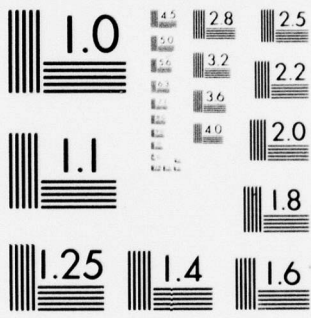
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OCCUPATIONAL SURVEY REPORT.



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ELECTRONIC WARFARE SYSTEMS CAREER LADDER,
AFSCs 32833, 32853, 32873, and 32894.

AFPT-90-328-303

11 Aug 78

AUGUST 1978
OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Electronic Warfare Systems career ladder (AFSCs 32833, 32853, 32873, 32893). This project was directed by USAF Program Technical Training, Volume 2, dated June 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by First Lieutenant Rita M. Snyder, Inventory Development Specialist. First Lieutenant Michael J. Kelley and Second Lieutenant Kenneth J. Kramer analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational Survey Branch, USAF Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Col, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to Electronic Warfare Systems career ladder incumbents during the period November 1977 through April 1978. Survey results are based on responses from 1,805 incumbents or 71 percent of the 2,549 assigned 328X3 personnel.
2. Career Ladder Structure: Twelve major job groups were identified within the career ladder. Seven of these groups are primarily involved in the direct maintenance of electronic warfare (EW) systems, with the five remaining groups consisting of supervisors, instructors, supply monitors, and quality controllers.
3. Career Ladder Progression: There are clear differences in the tasks performed by 5-, 7-, and 9- skill level respondents. DAFSC 32853 respondents are primarily involved in the direct maintenance of a wide variety of EW systems. Seven-skill level respondents perform many of the same tasks performed by 5-skill level respondents, but also are involved in the supervision and management of EW systems maintenance. Nine-skill level respondents primarily perform only supervisory and managerial tasks.
4. AFR 39-1 Evaluation: The specialty descriptions for all skill levels were compared to the survey data and were found to present a clear and comprehensive overview of the major duties and tasks performed by career ladder incumbents. However, the 7-skill level specialty description could be expanded in the area of training.
5. STS Review: Overall, the 328X3 STS provides excellent coverage of most tasks performed by career ladder personnel. However, some tasks related to EW computer technology should be reviewed for possible inclusion in the STS.
6. Comparison With The 1974 Survey. The results of this survey compare very closely to the results of the 1974 survey report. Most of the job groups identified in the 1974 study were matched to job groups identified in this study.

OCCUPATIONAL SURVEY REPORT
ELECTRONIC WARFARE SYSTEMS CAREER LADDER
(AFS 328X3)

INTRODUCTION

This is a report of an occupational survey of the Electronic Warfare Systems career ladder (AFSCs 32833, 32853, 32873, and 32894) which was completed by the Occupational Survey Branch, USAF Occupational Measurement Center during August 1978. A previous occupational survey report of this career ladder was published in September 1974.

Personnel in the 328X3 career ladder maintain a wide variety of electronic warfare systems on a large number of aircraft. These aircraft range from T-33s and F-4s to B-52s and SR-71s. Electronic warfare equipment maintained include various infrared systems, countermeasures systems, receiving and transmitting systems, and dispensing systems. The career ladder has remained fairly stable over the years, with only changes coming in the form of equipment changes. Primary training for the career ladder is provided at Keesler AFB and is 30 weeks in length. This includes six weeks of electronics fundamentals.

This report is intended to examine the Electronic Warfare Systems career ladder on the basis of tasks performed by individuals in the career ladder. Topics discussed in this report include: (1) inventory development, (2) career ladder structure, (3) analysis of DAFSC groups, (4) analysis of AFR 39-1 specialty descriptions, (5) analysis of 328X3 specialty training standard, and (6) comparison of the current survey with the previous study.

INVENTORY DEVELOPMENT

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-328-303. The survey instrument from the 1974 study served as a starting point for the development of the new task inventory. The previous instrument was expanded and refined after thoroughly reviewing career field publications and directives and conducting personal interviews with 11 subject matter specialists at eight bases. The final result was a survey instrument consisting of 768 tasks grouped under 23 duty headings.

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SURVEY ADMINISTRATION

During the period November 1977 through April 1978, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding the Electronic Warfare Systems DAFSCs. These job incumbents were selected from a computer generated mailing list obtained from personal data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section, then checked each task performed in their current job.

After checking all tasks performed, each incumbent rated each of the checked tasks on a nine-point scale indicating relative time spent on a task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time-spent) to nine (very-large amount time-spent). To determine relative time spent for each task checked by a respondent, all an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task responses and multiplied by 100. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

SURVEY SAMPLE

Personnel are selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of December 1977. The distribution of respondents, by major command, in the final survey is also reflected. The 1,805 respondents in the final sample represent 71 per cent of the total AFSC population of 2,549 members.

Table 2 shows the distribution of the survey sample in terms of DAFSC groups. Table 3 reflects distribution of survey respondents by months total active federal military service (TAFMS). Generally, the survey sample provides adequate representation of all MAJCOMs and DAFSCs.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT SAMPLED</u>
SAC	34	34
TAC	29	27
USAFE	12	13
USAFSS	8	9
PACAF	7	6
ATC	4	4
ADCOM	4	4
OTHER	3	3
	<u>100</u>	<u>100</u>

TOTAL ASSIGNED - 2,549*

TOTAL SAMPLED - 1,805*

PERCENT SAMPLED - 71%

* DAFSC 32894 PERSONNEL WERE NOT INCLUDED IN THESE STATISTICS

TABLE 2
SKILL LEVEL REPRESENTATION OF SURVEY SAMPLE

<u>SKILL LEVEL</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
3	13	10
5	62	60
7	25	28
9	*	2*
	<u>100</u>	<u>100</u>

* NINE-SKILL LEVEL PERSONNEL SUPERINTEND WORK IN FIVE LADDERS (328X0, 328X1, 328X2, 328X3, AND 328X4); THEREFORE, SPECIFIC AUTHORIZATIONS ARE NOT AVAILABLE FOR EACH LADDER.

TABLE 3

TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>1-48</u> <u>MONTHS</u>	<u>49-96</u> <u>MONTHS</u>	<u>97-144</u> <u>MONTHS</u>	<u>145-192</u> <u>MONTHS</u>	<u>193-240</u> <u>MONTHS</u>	<u>241+</u> <u>MONTHS</u>
NUMBER IN FINAL SAMPLE	761	490	207	124	171	48
PERCENT OF SAMPLE	42%	27%	11%	7%	10%	3%

CAREER LADDER STRUCTURE

A key aspect of the USAF occupational analysis program is to examine the actual structure of career fields--what people are doing in the field (rather than how official career field documents say they are organized). This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP). These 40 programs generate a number of statistical products used in the analysis of the career ladder. The primary product used to analyze the career ladder structure is a hierarchical clustering of all jobs based on the similarity of tasks performed and time spent performing these tasks. This process permits identification of the major types of work being performed in the occupation (career ladder) and is analyzed in terms of the job description and background data of each type of job. This information is then used to examine the accuracy and completeness of present career field documents (AFR 39-1 Specialty Descriptions, Specialty Training Standards, etc.) and to formulate an understanding of current utilization patterns.

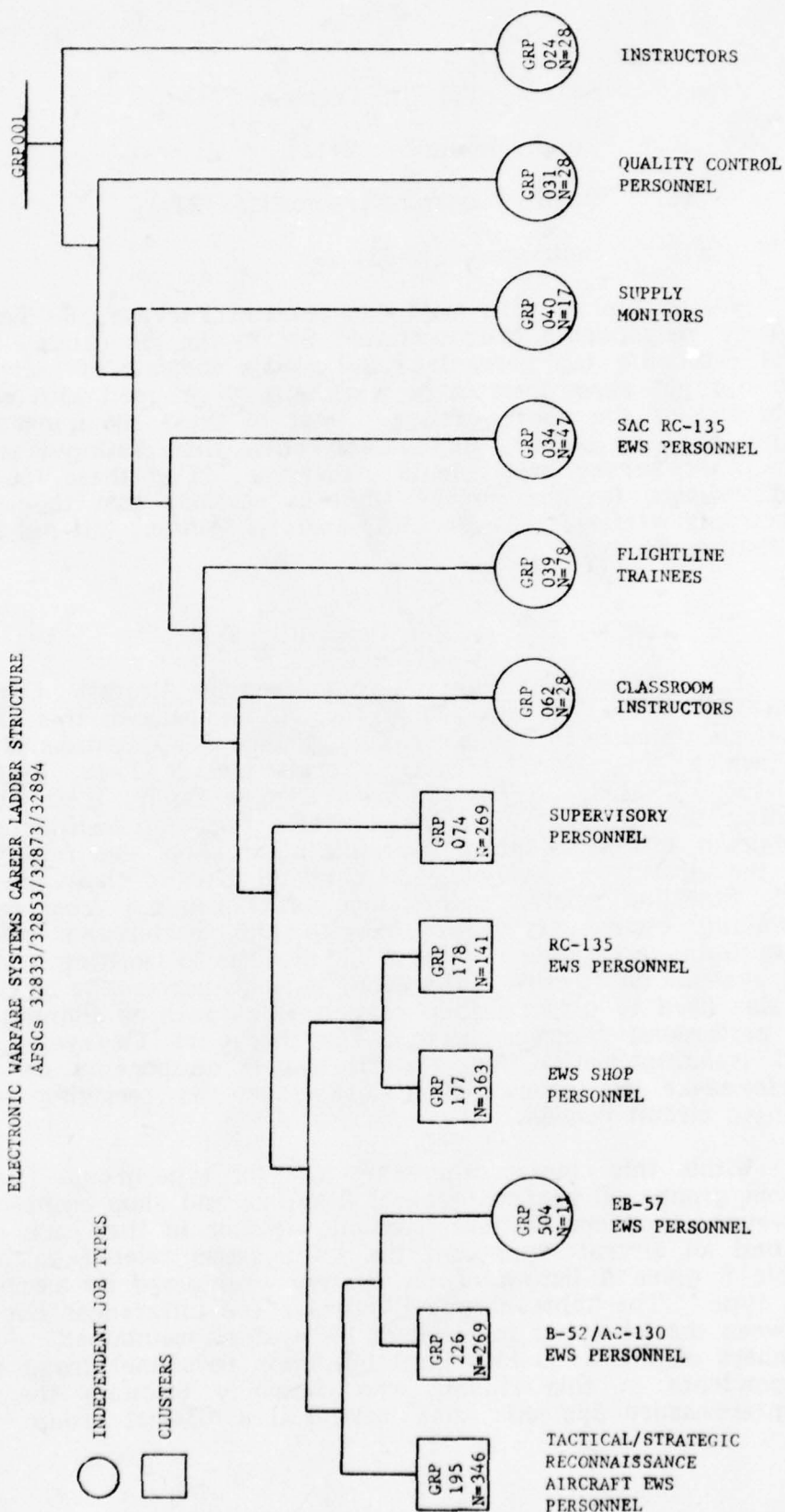
The basic identifying group used in the hierarchical job structure is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. When there is a substantial degree of similarity between different job types, they are grouped together in a Cluster. Finally, there are often specialized jobs that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Based on task and time similarities, the jobs performed in the Electronic Warfare Systems (EWS) career ladder are listed below and illustrated in Figure 1. The major job clusters and independent job types identified are as follows:

- I. Tactical/Strategic Reconnaissance Aircraft EWS Personnel (N=347)
- II. B-52/AC-130 EWS Personnel (N=267)
- III. EB-57 EWS Personnel (N=11)
- IV. EWS Shop Personnel (N=363)
- V. RC-135 EWS Personnel (N=141)
- VI. Supervisory Personnel (N=269)
- VII. Classroom Instructors (N=28)
- VIII. Flightline Trainees (N=78)

FIGURE 1

ELECTRONIC WARFARE SYSTEMS CAREER LADDER STRUCTURE
AFSCs 32833/32853/32873/32894



- IX. SAC RC-135 EWS Personnel (N=47)
- X. Supply Monitors (N=17)
- XI. Quality Control Personnel (N=23)
- XII. Instructors (N=28)

As is typical with most occupational surveys, 90 percent of the survey respondents are accounted for in the job groups listed above. The remaining ten percent of the sample consists of individuals whose job did not allow them to be meaningfully grouped with each other or into any of the above groups. Most of these 186 ungrouped respondents have no background characteristics that distinguished them from the other survey respondents. However, 11 of these 186 respondents did indicate (in the survey write-in section) that they work in the electronic warfare systems (EWS) analysis section, but did not group as a distinct job type.

Job Descriptions

I. Tactical/Strategic Reconnaissance Aircraft EWS Personnel (GRP195). The primary job of the 347 members of this cluster is the total maintenance of the electronic warfare (EW) systems of the aircraft on which they work. These aircraft include F-4s, F-105s, A-7Ds, DC-130s, C-130s, SR-71s and U-2s. Quite simply, their job consists of testing the EW system in the aircraft, removing malfunctioning units, repairing and/or adjusting the unit in the shop, and replacing the unit on the aircraft. Cluster members spend most of their time performing EWS flightline related maintenance tasks ranging from removing and installing components from cockpits and performing pre-flight and post-flight operational checks of EW systems to isolating malfunctions on EW systems on aircraft. However, a large percentage of their job time is also used to perform shop related tasks such as aligning, adjusting, or performing minimum performance checks on EW system components and isolating malfunctions to EW system components as well as the performance of general shop tasks such as removing or replacing printed circuit boards.

Within this cluster, there are nine job type groups (See Table 4). These groups all perform general flightline and shop maintenance tasks. However, they are distinct from one another in that each group forms around an aircraft type and the EW systems related to that aircraft. Table 5 gives a listing of EW systems maintained by members of each job type. The table clearly illustrates the differences and similarities between the job types in terms of EW systems maintained. For example, members of the A-7D EWS Flightline/Shop Personnel group are the only respondents in this cluster who commonly maintain the AN/ALQ-71 countermeasure systems, thus making it a distinct group. Meanwhile,

personnel maintaining F-4E, F-4C, F-105 and A-7D EW systems commonly maintain the AN/ALR-46 receiving system, thus making them similar in that aspect. (Additional information on these job types is given in Appendix A).

Overall, the members of this cluster have either a 3- or 5-skill level DAFSC (89 percent), have been in the Air Force an average of 5.3 years, and are assigned mostly to TAC (61 percent). As compared to other groups (see Table 6), cluster members have a lower than average expressed job interest (58 percent found their job interesting) and a lower than average perceived utilization of talents (64 percent fairly well or better). Perceived utilization of training (65 percent fairly well or better) is equal to the average for all respondents.

II. B-52/AC-130 EWS Personnel (GRP226). This cluster consists of 267 respondents who primarily maintain EW systems on B-52s. However, there is a small job type within the cluster which maintains AC-130 systems. As with the previous cluster discussed, these respondents perform general flightline and shop related tasks.

Four job types were identified within in the cluster: B-52 EWS Flightline Personnel, B-52 EWS Shop/Flightline Personnel, AC-130 EWS Personnel, and B-52 Computer Technicians (See Table 4). The B-52 EWS Flightline Personnel differ from the other job types in that 60 percent of their job time is used to perform flightline maintenance tasks to include pre-flight and post-flight equipment checks. B-52 EWS Shop/Flightline personnel perform the same flightline tasks as B-52 EWS Flightline personnel but spend a large amount of their time working on system components in the shop. AC-130 EWS personnel work on C-130s and AC-130s. While these members do not work on B-52s as other cluster members, they grouped in this cluster primarily because of the similarities in general flightline and shop tasks and equipment systems maintained. B-52 computer technicians also perform general flightline and shop tasks but because of their more extensive work with the B-52's computer systems, they formed into a distinct job type. Table 7 provides a listing of EW systems maintained by each job type.

Overall, the cluster averages 4.6 years of active federal military service (AFMS), with 57 percent of the group members in their first enlistment. The average number of tasks performed by this group is somewhat higher than the average number performed by the entire career ladder (112 versus 85). Expressed job interest is lower for this group than for other job groups the career ladder, as is perceived utilization of talents and training (See Table 6).

III. EB-57 EWS Personnel (GRP504). The 11 members of this small independent job type maintain EW systems on EB-57s. All are involved in the flightline maintenance of EW systems by isolating malfunctions on systems on aircraft and performing pre-flight and post-flight operational checks. In addition, a smaller number of members are involved in the performance of shop maintenance tasks. These tasks

include isolating malfunctions on AN/APS-54 receiving systems components and aligning, adjusting, or performing minimum performance checks on AN/APR-9 receiving system components.

Generally, group members feel that their talents are being well used (73 percent indicated fairly well or better) but less than half feel the same as to their training (45 percent indicated fairly well or better). All group members are assigned to ADCOM and 91 percent have either a 3- or 5-skill level DAFSC (See Table 6).

Job type members maintain a variety of EW systems including AN/ALT-13, AN/ALT-22V, and AN/ALT-6B transmitting systems; AN/APS-54, AN/ALT-16, AN/ALR-18, and AN/APR-9 receiving systems; AN/ALQ-83 countermeasure systems; and ORC-218A and ORC-220 equipment.

IV. EWS Shop Personnel (GRP177). Unlike the Tactical/Strategic Reconnaissance Aircraft EWS Personnel cluster (I), the 363 members of this cluster spend very little time performing flightline-related EWS maintenance tasks. Instead, cluster members tend to limit their activities to shop-related tasks by spending some 61 percent of their job time performing EW general shop maintenance, operating and maintaining support equipment, and repairing EW components. Commonly performed tasks include operating or maintaining parts of oscilloscopes, removing or replacing printed circuit boards, and removing or replacing coaxial cables.

This cluster also contains several job types formed around EW equipment on specific aircraft types, as listed in Table 4. Five of the six job types relate to specific aircraft related EW equipment. These aircraft include F-4s, B-52s, T-33s, C-130s, OV-10s, and HH-53s. The sixth job type, Shop Equipment Maintenance Personnel, perform many of the same tasks as the other job types, but maintain exclusively shop equipment versus maintaining specific EW systems on aircraft.

Overall, cluster members have an average paygrade of 3.8, with the Shop Equipment Personnel group having the highest average at 4.2. Seventy-one percent found their job interesting while 80 and 74 percent perceived their talents and training (respectively) are being used fairly well or better. Also, this group (along with the Flightline Trainees group discussed later) has the lowest average time in active federal service (45 months) and time in the career field (37 months) (See Table 6).

V. RC-135 EWS Personnel (GRP178). This cluster is comprised of 141 respondents who maintain the EW systems on RC-135s and consists of three job types: RC-135 Airborne EWS Personnel, RC-135 Shop EWS Personnel, and RC-135 Shop/Flightline Personnel. The RC-135 Airborne EWS Personnel group differs from the other job types in this cluster in that a majority perform maintenance on aircraft systems while the aircraft is in flight. Eighty-one percent of the group belong to Security Service and 65 percent of its members have an "A", airborne,

prefix. Group members perform both shop and flightline tasks. The RC-135 EWS shop personnel have a narrower job in that shop tasks (performed on the ground) dominate the work they do. The group's maintenance of the QRC-259 and WJ-1740 systems also sets it apart. Seventy-five percent of this shop group are in SAC, most do not have an "A" prefix, and the group has the most experience of the job types in the cluster. The RC-135 Shop/Flightline personnel perform both shop and flightline maintenance tasks. Eighty-seven percent of the group are assigned to SAC and most do not have an "A" prefix with their DAFSC.

The cluster as a whole averages 8.7 years AFMS, with only 18 percent of the group in their first enlistment. The average number of tasks performed by this group is higher than the average for the career field (101 versus 85). Most strikingly, expressed job interest and perceived utilization of talents and training are higher for this cluster than for the career field as a whole (See Table 6).

VI. Supervisory Personnel (GRP074). With an average of 158 months of active service, this cluster of 269 members is one of the most experienced groups identified. An analysis of these respondents job shows that their primary function is that of supervising personnel at various levels in the maintenance structure. As such, two job types were identified by level of supervision. These job types are the Shift/Flightline/Shop Chiefs and the Branch/Section Chiefs.

The first job type, the Shift/Flightline/Shop Chiefs are just as the title suggests. Nearly equal percentages of respondents have either a 5- or a 7-skill level DAFSC. Respondents supervise the work of others while using most of their job time performing the same technician tasks their subordinates perform. The average paygrade is 5.1 versus 5.7 for the total cluster. On the other hand, the Branch/Section Chiefs group is composed primarily of 7-skill level DAFSC respondents (80 percent) and supervise at a much higher level. Group members use 67 percent of their job time performing supervisory tasks and little time performing any technical tasks. These respondents have been in the service an average of 206 months and have an average paygrade of 6.5.

VII. Classroom Instructors (GRP062). Two independent job types were identified whose primary job is classroom instruction. This first group of instructors consists of 28 members, most of which are assigned to the 3386 School Squadron at Keesler AFB. They perform instructional tasks such as writing lesson plans and evaluating the training progress of individuals. However, unlike the other instructor group (XII), these respondents also spend a large portion of their time operating or maintaining various types of support equipment such as oscilloscopes and multimeters.

Members of this job type have an average paygrade of 5.1 and have been in the service an average of 113 months. Thirty-nine percent have a 5-skill level DAFSC and 57 percent have a 7-skill level

DAFSC. These respondents have one of the highest expressed job interest (88 percent found their job interesting), as well as having a high perceived utilization of talents and training (86 and 89 percent fairly well or better, respectively) (See Table 6).

VIII. Flightline Trainees (GRP039). Flightline trainees are an independent job type whose members belong to all commands and work on a variety of aircraft. Generally the members of this group are the least experienced members in the sample, with 78 percent of the group being in their first enlistment. Forty-two percent of the group hold a 3-skill level DAFSC and 47 percent hold a 5-skill level. Members perform a large number of general flightline maintenance tasks but few work directly on any EW system. They primarily work as assistants to other EW personnel and are in the process of learning to work on various EW systems. Commonly performed tasks include removing or installing aircraft access panels, checking safety devices on ejector seats, and removing or installing equipment to facilitate other maintenance.

The average number of tasks performed by this group is well below the average for the career field (39 versus 85). The group's expressed job interest and perceived utilization of talents and training is also much lower than the average for the entire career field (See Table 6).

IX. SAC RC-135 EWS Personnel (GRP034). Ninety-four percent of the respondents in this group are assigned to SAC where they maintain EW systems on RC-135s. They distinctly differ from the other RC-135 job types (Cluster V) previously discussed in several ways. They differ from the two other SAC manned shop and flightline/shop groups in that most of these SAC personnel (62 percent) have the "A", airborne, prefix with their DAFSC. This group maintains some of the same EW systems as other SAC assigned RC-135 personnel, such as the WJ-1740 and the AN/APR-17 receiving systems, but do their maintenance while airborne. These 47 respondents differ from the Security Service airborne EW personnel in that they maintain different EW systems.

This job type has more experience than other groups with 102 months average time in service. The average paygrade is 5.1. Their expressed job interest is about average for all respondents, as is their perceived utilization of talents and training (See Table 6).

X. Supply Monitors (GRP040). The job of these 17 respondents is that of supply monitor for EW systems maintenance. Members post entries into supply control logs, requisition supplies or equipment, and complete reparable item processing log forms (AFTO Form 350) to list a few of the most common performed tasks. Group members have an average paygrade of 5.0 and have been in the career ladder an average of 101 months. Although an above average percentage find the job interesting (76 percent) and have a high perceived utilization of talents (82 percent fairly well or better), most do not feel their training is being used well (53 percent little or not at all).

XI. Quality Control Personnel (GRP031). The 23 members of this independent job type represent one of the most experienced job types identified, with an average of 178 months in the service. Group members function as quality control inspectors and evaluate various aspects of EW systems maintenance. The group performs such tasks as implementing quality control programs, completing quality control checkout forms (AF Form 2415) and evaluating inspection reports.

All respondents have a 7-skill level DAFSC and an average paygrade of 6.0. Almost all (87 percent) find their job interesting and nearly all perceive that their talents and training are being used fairly well or better (96 percent and 100 percent, respectively).

XII. Instructors (GRP024). This is the second independent job type of instructors. These 28 respondents use 47 percent of their job time performing the same training tasks performed by the first instructor group. The difference between the groups is that these respondents seldom maintain or use equipment such as multimeters or pulse generators. Most are assigned at the 3386 school squadron at Keesler, AFB.

The average paygrade is 5.5 and average time in service is 131 months. As with the other instructors, these respondents have a high expressed job interest (89 percent) and perceived utilization of talents and training (89 percent and 82 percent fairly well or better, respectively).

TABLE 4

MAJOR CLUSTERS, JOB TYPES, AND INDEPENDENT JOB TYPES
IDENTIFIED IN THE JOB ANALYSIS

GROUPS

- I. Tactical/Strategic Reconnaissance Aircraft EWS Personnel (GRP195)
 - A. F-4C EWS Flightline/Shop Personnel (GRP493)
 - B. F-4E EWS Flightline/Shop Personnel (GRP751)
 - C. A-7D EWS Flightline/Shop Personnel (GRP802)
 - D. F-105 EWS Flightline/Shop Personnel (GRP613)
 - E. F-4D EWS Flightline/Shop Personnel (GRP383)
 - F. F-4E/A-7D EWS Flightline/Shop Personnel (GRP461)
 - G. SR-71/U-2 EWS Flightline/Shop Personnel (GRP355)
 - H. DC-130/C-130/RC-130 EWS Flightline/Shop Personnel (GRP391)
 - I. F-4E/F-105 EWS Flightline/Shop Personnel (GRP231)
- II. B-52/AC-130 EWS Personnel (GRP226)
 - A. B-52 EWS Flightline Personnel (GRP385)
 - B. B-52 EWS Shop/Flightline Personnel (GRP393)
 - C. AC-130 EWS Personnel (GRP599)
 - D. B-52 Computer Technicians (GRP376)
- III. EB-57 EWS Personnel (GRP 504)
- IV. EWS Shop Personnel (GRP177)
 - A. F-4 Shop EWS Personnel (GRP230)
 - B. B-52 Shop EWS Personnel (GRP368)
 - C. T-33 Shop EWS Personnel (GRP275)
 - D. Shop Equipment Maintenance Personnel (GRP303)
 - E. C-130/AC-130 Shop EWS Personnel (GRP381)
 - F. HH-53/OV-10 Shop EWS Personnel (GRP272)
- V. RC-135 Airborne EWS Personnel (GRP178)
 - A. RC-135 Airborne EWS Personnel (GRP246)
 - B. RC-135 EWS Shop Personnel (GRP259)
 - C. RC-135 EWS Shop/Flightline Personnel (GRP323)
- VI. Supervisory Personnel (GRP074)
 - A. Shift/Flightline/Shop Chiefs (GRP183)
 - B. Branch/Section Chiefs (GRP175)
- VII. Classroom Instructors (GRP062)
- VIII. Flightline Trainees (GRP039)
- IX. SAC RC-135 EWS Personnel (GRP034)
- X. Supply Monitors (GRP040)
- XI. Quality Control Personnel (GRP031)
- XII. Instructors (GRP024)

TABLE 5
EQUIPMENT MAINTAINED BY TACTICAL/STRATEGIC RECONNAISSANCE AIRCRAFT EWS PERSONNEL

GROUPS	EQUIPMENT OPERATED												
	AN/ALE- 2	AN/ALQ- 71	AN/ALQ- 105	AN/ALQ- 119	AN/ALR- 31	AN/ALR- 46	AN/ALR- 53	AN/APR- 25	AN/APR- 26	AN/APR- 35	AN/APR- 36	AN/APR- 37	AN/APS 107
F-4C EWS FLIGHTLINE/ SHOP PERSONNEL				X		X		X	X				
F-4E EWS FLIGHTLINE/ SHOP PERSONNEL						X				X	X		
A-7D EWS FLIGHTLINE/ SHOP PERSONNEL		X				X				X	X		
F-105 EWS FLIGHTLINE/ SHOP PERSONNEL			X		X	X	X	X	X	X	X	X	X
F-4D EWS FLIGHTLINE/ SHOP PERSONNEL													X
F-4E/A-7D EWS FLIGHTLINE/ SHOP PERSONNEL						X					X	X	
SR-71/U-2 EWS FLIGHT- LINE/SHOP PERSONNEL*													
DC-130/C-130/RC-130 EWS FLIGHTLINE/SHOP PERSONNEL	X							X	X				
F-4E/F-105 EWS FLIGHTLINE/SHOP PERSONNEL				X									X

* DUE TO THE CLASSIFIED NATURE OF THE EQUIPMENT MAINTAINED BY SR-71 AND U-2 FLIGHTLINE EWS PERSONNEL, THIS EQUIPMENT WAS NOT INCLUDED IN THE INVENTORY

TABLE 6

BACKGROUND DATA FOR FUNCTIONAL JOB GROUPS

	TACTICAL/ STRATEGIC RECON-	B-52/ AC-130		EB-57		RC-135		CLASS- ROOM		FLIGHT- LINE		SAC		QUALITY CONTROL		INSTRUCTORS (N=28)	
		ALL RESPON- DENTS (N=1805)	NAISSANCE AIRCRAFT EWS PERSONNEL (N=347)	AC-130 EWS PERSONNEL (N=267)	EB-57 EWS PERSONNEL (N=11)	RC-135 EWS PERSONNEL (N=141)	RC-135 EWS PERSONNEL (N=269)	CLASS- ROOM INSTRUC- TORS (N=28)	FLIGHT- LINE EES (N=78)	SAC RC-135 EWS PERSONNEL (N=47)	RC-135 EWS PERSONNEL (N=23)	QUALITY CONTROL PERSONNEL (N=23)	INSTRUCTORS (N=28)				
AVERAGE TIME IN SERVICE (MONTHS)	83	54	56	56	45	104	158	113	44	127	126	178	131				
AVERAGE TIME IN CAREER FIELD (MONTHS)	67	45	46	35	37	82	126	88	34	102	101	146	104				
PERCENT MEMBERS IN FIRST ENLISTMENT	42%	55%	57%	46%	87%	18%	6%	11%	78%	19%	24%	0	11%				
EXPRESSED JOB INTEREST																	
DULL	14%	17%	15%	18%	9%	6%	12%	4%	33%	21%	12%	4%	11%				
SO-SO	17%	22%	20%	27%	18%	10%	34%	4%	21%	9%	12%	9%	0				
INTERESTING	0%	58%	64%	55%	71%	81%	52%	88%	43%	66%	76%	87%	89%				
NOT REPORTED	2%	3%	1%	0	2%	3%	2%	4%	3%	4%	0	0	0				
PERCEIVED UTILIZA- TION OF TALENTS																	
LITTLE OR NOT AT ALL	23%	35%	30%	27%	19%	11%	19%	14%	49%	26%	18%	4%	11%				
FAIRLY WELL OR BETTER	74%	64%	69%	73%	80%	89%	80%	86%	51%	74%	82%	96%	89%				
NOT REPORTED	1%	1%	1%	0	1%	0	1%	0	0	0	0	0	0				

BACKGROUND DATA FOR FUNCTIONAL JOB GROUPS

TACTICAL/ STRATEGIC RECON-		B-52/ AC-130		EB-57		RC-135		SUPER-		CLASS-		FLIGHT-		SAC		QUALITY	
NAISSANCE		EWS		EWS		EWS		VISORY		ROOM		LINE		RC-135		CONTROL	
AIRCRAFT		PERSON-		PERSON-		PERSON-		PERSON-		INSTRUC-		TRAIN-		PERSON-		PERSON-	
EWS		NEL		NEL		NEL		NEL		TORS		EES		NEL		NEL	
PERSONNEL		PERSON-		PERSON-		PERSON-		PERSON-		TORS		EES		NEL		PERSON-	
(N=347)		(N=267)		(N=11)		(N=363)		(N=141)		(N=269)		(N=78)		(N=47)		(N=23)	
(CONTINUED)																	
PERCEIVED UTILIZA-																	
TION OF TRAINING																	
LITTLE OR NOT AT ALL		34%	34%	33%	55%	23%	26%	23%	27%	7%	54%	38%	53%	0	18%		
FAIRLY WELL OR BETTER		65%	65%	66%	43%	76%	74%	76%	72%	89%	45%	62%	47%	100%	82%		
NOT REPORTED		1%	1%	1%	0	1%	0	1%	1%	4%	1%	0	0	0	0		
AVERAGE NUMBER OF TASKS																	
PERFORMED		85	85	112	84	101	71	101	130	77	39	62	38	44	28		

EQUIPMENT MAINTAINED BY B-52/AC-130 EWS PERSONNEL

[illegible]

ANALYSIS OF DAFSC GROUPS

Tasks performed and background data of DAFSC groups are also examined as part of each occupational analysis. This analysis allows for the identification of skill level differences and similarities. Furthermore, this data by DAFSC groups aids in the analysis of career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

Table 8 shows the relative time spent by all skill level groups on the various duties in the job inventory. As expected, there is a clear difference in the relative percent time spent by 5-, 7-, and 9-skill level groups on the various duties. Five-skill level respondents use most of their job time performing technical EWS tasks while 7-skill level respondents use more of their job time on supervisory and managerial tasks in Duties A through D. The 9-skill level respondents use virtually all their job time performing supervisory and managerial tasks and little time on technical tasks.

Skill Level Descriptions

Generally, the tasks performed by large percentages of 5-skill level respondents are those related to general flightline or shop EWS maintenance, the operation and maintenance of support equipment, use of forms and records, and the general repair of EW components (See Table 9). Tasks related to specific EW systems are generally performed by less than 20 percent of the respondents (See Table 10).

As shown in Table 10, only nine tasks covering three specific systems are listed. Yet the analysis of the career ladder structure indicated that a larger number of EW systems are maintained by career ladder respondents. This indicates a heterogeneous career ladder. This is further substantiated by an examination of Table 11 which shows the distribution of respondents in each DAFSC by major job groups discussed in the CAREER LADDER STRUCTURE section. This table shows that 5-skill level respondents work in a variety of technical jobs and are maintaining different EW systems.

While the 5-skill level respondents perform primarily technical tasks, the 7-skill level respondent fulfills an expanded roll of supervisor and manager. Table 11 shows that a large percentage of DAFSC 32873 respondents are members of the Supervisory Personnel Cluster and, therefore, serve as shift, flightline, shop, section, and branch chiefs. The table also shows that the entire Quality Control Personnel group consists of 7-skill level respondents. However, many 7-skill level respondents perform the same jobs and tasks as 5-skill level respondents, work on as wide a variety of EW systems, and serve as technicians in the shop, on the flightline, or while airborne.

Table 12 lists tasks that best differentiate between 5- and 7-skill level respondents. It clearly shows that the major difference between 5- and 7-skill level personnel is the performance of supervisory and managerial tasks.

The 9-skill level respondents clearly differentiate from the other skill levels due to the almost total concentration on the performance of their supervisory role. Twenty of the 23 DAFSC 32894 respondents grouped into the Supervisory Personnel group where they function primarily as branch or section chiefs.

They differ from the 7-skill level respondents in that fewer perform any technical tasks. However, the greatest difference is that higher percentages of 9-skill level respondents perform the supervisory and managerial tasks and spend much more time performing these tasks. This difference is further illustrated in Table 13, which lists tasks which best differentiate between 7- and 9-skill level respondents.

In conclusion, the primary function of the DAFSC 32853 respondents is flightline or shop maintenance of a wide variety of EW systems. The job of the 7-skill level respondent is more broad, functioning in many ways like the 5-skill level respondents but also fulfilling a supervisory role. The 9-skill level respondents function almost wholly as supervisors and perform few technical tasks.

TABLE 8

PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

DUTY	DAFSC 32833 (N=187)	DAFSC 32853 (N=1078)	DAFSC 32873 (N=506)	DAFSC 32894 (N=23)
A ORGANIZING AND PLANNING	-*	2	8	15
B DIRECTING AND IMPLEMENTING	2	4	15	21
C EVALUATING	-	1	9	19
D TRAINING	-	3	8	14
E WORKING WITH FORMS AND RECORDS	8	9	14	10
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	31	23	14	6
G PERFORMING EW GENERAL SHOP MAINTENANCE	20	21	13	6
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	6	4	2	1
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	5	4	2	1
J MAINTAINING RECEIVING SYSTEMS	3	3	1	-
K MAINTAINING TRANSMITTING SYSTEMS	2	1	1	-
L MAINTAINING DISPENSING SYSTEMS	-	1	-	-
M MAINTAINING COUNTERMEASURES SYSTEMS	1	1	1	-
N MAINTAINING DIRECTION FINDING SYSTEMS	-	-	-	-
O MAINTAINING INFRARED SYSTEMS	0	0	0	-
P MAINTAINING RECORDING/REPRODUCING SYSTEMS	0	-	-	-
Q MAINTAINING SIGNAL ANALYZERS	-	-	-	-
R MAINTAINING ELECTRONIC RECONNAISSANCE SYSTEMS	0	-	-	-
S MAINTAINING QUICK RESPONSE CAPABILITY (QRC) EQUIPMENT	-	-	-	-
T REPAIRING EW COMPONENTS	10	9	4	1
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	11	11	6	2
V OPERATING AND MAINTAINING UNIQUE GROUND EQUIPMENT	-	-	-	-
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	1	2	2	2

* INDICATES LESS THAN ONE PERCENT

TABLE 9

TWENTY TASKS MOST COMMONLY PERFORMED BY DAFSC
32853 RESPONDENTS

TASKS	PERCENT PERFORMING
G7 CLEAN OR MAINTAIN SHOP	84
T1 CHANGE FUSES ON EQUIPMENT	82
E11 COMPLETE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	81
E7 COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	80
T17 REPAIR CABLES OR CONNECTORS	77
G27 PERFORM TOOL BOX INVENTORIES OR INSPECTIONS	75
T10 REMOVE OR REPLACE MINOR HARDWARE SUCH AS LATCHES, SCREWS, OR HINGES	73
G5 CLEAN SHOP EQUIPMENT	72
U53 OPERATE OR MAINTAIN PARTS OF OSCILLOSCOPES	72
T8 REMOVE OR REPLACE KNOBS OR CONTROLS	71
T4 REMOVE OR REPLACE COAXIAL CABLES	71
U49 OPERATE OR MAINTAIN PARTS OF MULTIMETERS	70
G34 REMOVE OR REPLACE PRINTED CIRCUIT BOARDS	69
T18 REPAIR COAXIAL CABLES	69
F28 REMOVE OR INSTALL CABLES OR CONNECTORS	67
E5 COMPLETE EQUIPMENT CONDITION TAGS	65
F34 REMOVE OR INSTALL EQUIPMENT TO FACILITATE OTHER MAINTENANCE (FOM)	64
F25 READ TO DATA FOR FLIGHTLINE CHECKOUT PROCEDURES	63
E6 COMPLETE ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	63
F27 REMOVE OR INSTALL AIRCRAFT ACCESS PANELS	62

TABLE 10

EWS-SPECIFIC TASKS (DUTIES H THROUGH S) PERFORMED BY 20 PERCENT
OR MORE OF DAFSC 32853 RESPONDENTS

TASKS	PERCENT PERFORMING
H23 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-119 COUNTERMEASURES SYSTEMS	25
H33 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALR-46 RECEIVING SYSTEMS	36
H50 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-25 RECEIVING SYSTEMS	22
I22 ISOLATE MALFUNCTIONS ON AN/ALQ-119 COUNTERMEASURES SYSTEMS ON AIRCRAFT	20
I33 ISOLATE MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEMS	35
I49 ISOLATE MALFUNCTIONS ON AN/APR-25 RECEIVING SYSTEMS ON AIRCRAFT	23
J7 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-46 RECEIVING SYSTEM COMPONENTS	27
J31 ISOLATE MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEMS COMPONENTS	23
M10 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-122 COUNTERMEASURES SYSTEM COMPONENTS	46

TABLE 11

DISTRIBUTION OF AFS 328X3 RESPONDENTS BY MAJOR FUNCTIONAL GROUPS

	DAFSC 32833 (N=187)		DAFSC 32853 (N=1078)		DAFSC 32873 (N=506)		DAFSC 32894 (N=23)	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TACTICAL/STRATEGIC RECONNAISSANCE AIRCRAFT EWS PERSONNEL (GRP 195)	45	24	262	24	38	8	0	0
B-52/AC-130 EWS PERSONNEL (GRP226)	35	19	192	18	38	8	0	0
EB-57 EWS PERSONNEL (GRP504)	1	1	9	1	1	-*	0	0
EWS SHOP PERSONNEL (GRP177)	54	29	286	27	21	4	0	0
RC-135 EWS PERSONNEL (GRP178)	1	-*	91	8	47	9	0	0
SUPERVISORY PERSONNEL (GRP074)	0	0	66	6	183	36	20	87
CLASSROOM INSTRUCTORS (GRP062)	1	-	11	1	16	3	0	0
FLIGHTLINE TRAINEES (GRP039)	33	18	37	3	8	2	0	0
SAC RC-135 EWS PERSONNEL (GRP034)	2	1	15	1	27	5	2	9
SUPPLY MONITORS (GRP040)	1	-	5	-	11	2	0	0
QUALITY CONTROL PERSONNEL (GRP031)	0	0	0	0	23	4	0	0
INSTRUCTORS (GRP024)	1	-	7	1	19	4	1	4
NOT GROUPED	13	7	97	9	74	15	0	0

* DASH INDICATES LESS THAN ONE PERCENT

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 32853 AND 32873 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 32853	DAFSC 32873	DIFFERENCE
T17 REPAIR CABLES OR CONNECTORS	77	45	32
G7 CLEAN OR MAINTAIN SHOP	84	52	32
T10 REMOVE OR REPLACE MINOR HARDWARE SUCH AS LATCHES, SCREWS, OR HINGES	73	42	31
G5 CLEAN SHOP EQUIPMENT	72	41	31
B16 DRAFT CORRESPONDENCE OR PREPARE REPORTS	10	58	-48
C31 WRITE APRs	26	73	-47
B4 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY RELATED PROBLEMS	19	60	-41
B32 SUPERVISE ELECTRONIC WARFARE SYSTEMS REPAIR SPECIALISTS (AFSC 32853)	25	64	-39
B3 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT	22	61	-39
B23 PARTICIPATE IN STAFF MEETINGS	6	42	-36
B33 SUPERVISE ELECTRONIC WARFARE SYSTEMS REPAIR TECHNICIANS (AFSC 32873)	3	37	-34
C29 REVIEW CORRESPONDENCE OR REPORTS	4	37	-33
B21 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	13	46	-33
E8 COMPLETE ON THE JOB TRAINING RECORD FORMS (AF FORM 623)	34	67	-33
A8 ESTABLISH OR IMPROVE WORK METHODS OR PROCEDURES	22	53	-31
A15 ESTABLISH WORK PRIORITIES	17	48	-31
A5 COORDINATE FLIGHTLINE OR SHOP MAINTENANCE WITH MAINTENANCE OFFICES	17	47	-30

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 32873 AND 32894 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 32873	DAFSC 32894	DIFFERENCE
A3 CALCULATE OR EVALUATE PERSONNEL MANNING REQUIREMENTS	19	82	-63
A2 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	25	87	-62
C10 EVALUATE EQUIPMENT INSTALLATION OF NEW EW SYSTEMS UNDER OPERATIONAL TEST AND EVALUATION (OT&E)	26	82	-56
C25 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	32	87	-55
B33 SUPERVISE ELECTRONIC WARFARE SYSTEMS REPAIR TECHNICIANS (AFSC 32873)	37	91	-54
G27 PERFORM TOOL BOX INVENTORIES OR INSPECTIONS	65	35	30
G34 REMOVE OR REPLACE PRINTED CIRCUIT BOARDS	41	22	19
G36 REMOVE OR REPLACE RESISTORS	32	13	19
G23 PERFORM EQUIPMENT INSPECTIONS	58	43	15
F41 RESEARCH TO WIRING OR CIRCUIT DIAGRAMS	52	39	13

COMPARISON OF AFR 39-1 TO SURVEY DATA

The specialty descriptions in AFR 39-1, dated 1 June 1977, were compared to the survey data. AFR 39-1 descriptions are intended to give a broad overview of the major duties and tasks performed at each skill level in each career ladder.

For the 328X3 career ladder, the job descriptions in AFR 39-1 are comprehensive for the 5-, 7-, and 9-skill levels. However, the paragraph covering OJT and other training functions in the 7-skill level description appears weak. Survey data indicate that 7-skill level personnel do more than just "conduct on-the-job training programs". These personnel are also involved in the actual planning and implementation of such programs. Thus, more emphasis could be placed on this area in future revisions to the AFR 39-1.

COMPARISON OF THE SPECIALTY TRAINING STANDARD (STS) TO SURVEY DATA

Another aspect of the analysis program is a comparison of the STS to survey data. The current STS, dated 2 July 1975, was reviewed. Subject matter experts at the Keesler Technical Training Center, Keesler AFB MS, cross-referenced the inventory tasks to STS paragraphs. Each of the STS sub-paragraphs containing task knowledge and performance requirements for the three skill levels were evaluated in terms of percent members performing related inventory tasks. STS paragraphs containing general information or having subject knowledge proficiency level requirements were not evaluated.

Overall, the STS appears to provide excellent coverage of most tasks performed by 3-, 5-, and 7-skill level incumbents in the career ladder. Nearly all survey tasks were matched to the STS. Of those tasks not matched, many were not performed by any personnel. Other unmatched tasks were general in nature, such as "clean the shop", and do not appear to be appropriate items for an STS.

However, there appears to be one area in which the STS may be lacking. Twenty tasks related to electronic warfare computer technology were not matched to the STS. Table 14 lists these tasks and the percentages of 3-, 5-, and 7-skill level personnel who perform such tasks. While the percentages are small, it should be remembered that this is a very diverse career ladder and that few equipment-specific technical tasks are performed by more than 25 percent of any of the skill levels. Therefore, these tasks should be reviewed for possible inclusion in the STS.

TABLE 14

ELECTRONIC WARFARE COMPUTER TECHNOLOGY TASKS NOT MATCHED TO 328X3 STS

TASK	PERCENT PERFORMING			TASK DIFFICULTY
	DAFSC 32833	DAFSC 32853	DAFSC 32873	
W3 ADJUST MEMORY DEVICES	4	6	6	5.73
W4 ANALYZE DIAGNOSTIC PRINTOUTS	2	3	6	6.20
W5 FABRICATE OR MAINTAIN DIAGNOSTIC TAPES	5	7	9	6.20
W7 ISOLATE MALFUNCTIONS IN ANALOG TO DIGITAL CONVERTERS	4	8	9	6.35
W8 ISOLATE MALFUNCTIONS IN BUFFERS	2	8	9	5.99
W10 ISOLATE MALFUNCTIONS IN DIGITAL TO ANALOG CONVERTERS	4	7	8	6.41
W12 ISOLATE MALFUNCTIONS IN RING COUNTER ASSEMBLIES	2	6	4	6.25
W13 ISOLATE MALFUNCTIONS IN SHIFT REGISTERS	3	11	9	6.21
W14 ISOLATE MALFUNCTIONS IN UP AND DOWN COUNTERS	4	10	9	5.90
W17 PERFORM OPERATIONAL CHECKS OF INSTALLED COMPUTER EQUIPMENT	5	9	12	5.85
W18 PROGRAM LOGIC CIRCUITS	8	12	9	5.90
W19 REMOVE OR REPLACE COMPONENTS OF ADDER CIRCUITS	3	6	4	5.62
W20 REMOVE OR REPLACE COMPONENTS OF ANALOG TO DIGITAL CONVERTERS	3	7	6	5.65
W21 REMOVE OR REPLACE COMPONENTS OF BUFFERS	2	7	5	5.53
W22 REMOVE OR REPLACE COMPONENTS OF DIGITAL DISPLAY SYSTEMS	4	9	10	5.33
W23 REMOVE OR REPLACE COMPONENTS OF DIGITAL TO ANALOG CONVERTERS	4	6	5	5.49
W24 REMOVE OR REPLACE COMPONENTS OF MEMORY DEVICES	4	7	7	5.45
W25 REMOVE OR REPLACE COMPONENTS OF RING COUNTER ASSEMBLIES	2	5	3	5.54
W26 REMOVE OR REPLACE COMPONENTS OF SHIFT REGISTERS	4	9	8	5.50
W27 REMOVE OR REPLACE COMPONENTS OF UP AND DOWN COUNTERS	4	8	6	5.39

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 328X3 job survey, incumbents holding a 7- or 9-skill level from various commands and locations were selected to rate task difficulty. The incumbents rated tasks on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average incumbent to learn to do the task. Interrater reliability (as assessed through components of variance of standardized group means) among the 61 raters responding was .94. Ratings were adjusted so that tasks of average difficulty have a rating of 5.00.

Table 15 lists representative tasks rated above average in difficulty. Generally tasks rated most difficult are tasks involving aligning or adjusting receiving, countermeasure, or computer systems. Tasks rated as slightly less difficult involve isolating malfunctions on various aircraft systems. Generally, supervisory and managerial tasks were given an average task difficulty rating.

Table 16 provides a listing of representative tasks rated below average in difficulty. Generally, these tasks concern record keeping, aircraft checks, general maintenance, and maintenance of support equipment tasks.

Job Difficulty Index (JDI)

Having computed the task difficulty index for each inventory item, it is possible to compute the Job Difficulty Index (JDI) for the groups identified in the survey analysis. This index provides a relative measure of which jobs, when compared to the other jobs identified, are more or less difficult. The JDI is based on an equation using the number of tasks performed and the average difficulty per unit time spent as variables. The index ranks jobs on a scale of 1 for very easy jobs to 25 for very difficulty jobs. The indices are adjusted so the average job difficulty index is 13.00. The JDI was computed for the job types identified in the CAREER LADDER STRUCTURE and for DAFSC groups.

Tables 17 and 18 present the JDIs for career ladder and DAFSC groups. Of the job types, the Flightline Trainees have the lowest JDI (5.8). The low index is appropriate since this group generally performs only the easier flightline maintenance tasks. The Supply Monitor group holds the next lowest JDI of 7.5. Their index is low because the group deals extensively with forms and records and such tasks were generally rated below average in difficulty.

The Supervisory Personnel group had the highest JDI (17.5). Since the tasks performed by supervisors are generally rated average in difficulty, the high rating for the group is justified because 9-level skill personnel perform none of the extremely easy general maintenance

tasks that tend to pull JDIs down. B-52/AC-130 EWS Personnel and Classroom Instructors had the next highest index of 15.5. The B-52/AC-130 EWS personnel perform the generally above average difficulty tasks of servicing the many systems of the B-52, so a high index is appropriate. The Classroom Instructors index is high because of the large amount of shop equipment this group maintains.

Table 10 shows JDI data for DAFSC groups. The JDIs are appropriate in terms of the difficult ratings for tasks performed at the different skill levels. In general, the performance of less difficult maintenance tasks are reflected in the 3-skill level JDI of 9.3. Five-skill level respondents perform a greater number of more difficult maintenance tasks and have a likewise higher JDI (12.8). The addition of supervisory and managerial tasks to 7-skill level performance causes the slight JDI increase of from the 5-skill level to the 7-skill level (14.4). The 9-skill level JDI was computed at 17.5 and is considerably higher than the JDI for 7-skill level respondents. The 9-skill level respondent's extensive work with above average difficulty managerial or supervisory tasks appropriately accounts for this large difference.

TABLE 15

REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY
DAFSC 328X3

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
M12 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-131 COUNTERMEASURES SYSTEM COMPONENTS	7.29	1
M9 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-119 COUNTERMEASURES SYSTEM COMPONENTS	7.15	19
S5 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON QRC-19 EQUIPMENT COMPONENTS	6.94	1
R4 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON EXPERIMENTAL ELECTRONIC RECONNAISSANCE SYSTEM COMPONENTS	6.75	1
K20 ISOLATE MALFUNCTIONS ON EXPERIMENTAL TRANSMITTING SYSTEM COMPONENTS	6.55	1
P6 ISOLATE MALFUNCTIONS ON AN/ARRS-100 RECORDING SYSTEM COMPONENTS	6.37	-
W7 ISOLATE MALFUNCTIONS IN ANALOG TO DIGITAL CONVERTERS	6.35	8
O4 ISOLATE MALFUNCTIONS ON AN/AAQ-4 INFRARED SYSTEM COMPONENTS	6.26	-
V2 ISOLATE MALFUNCTIONS ON, ADJUST, REMOVE, OR REPLACE PARTS OF AN/GYH-4 RECORDER REPRODUCERS	6.15	-
Q3 ISOLATE MALFUNCTIONS ON AN/APA-74 SIGNAL ANALYZER COMPONENTS	5.97	2
J5 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-27 RECEIVING SYSTEM COMPONENTS	5.95	-
K18 ISOLATE MALFUNCTIONS ON AN/ALT-32 TRANSMITTING SYSTEM COMPONENTS	5.76	7
A18 PLAN EQUIPMENT INSTALLATION OR LAYOUT OF FACILITIES	5.56	11
B18 IMPLEMENT QUALITY CONTROL PROGRAMS	5.37	11
J13 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APR-25 RECEIVING SYSTEM COMPONENTS	5.15	15

TABLE 16

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY
DAFSC 328X3

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
153 ISOLATE MALFUNCTIONS ON AN/APR-37 RECEIVING SYSTEMS ON AIRCRAFT	4.93	13
L6 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALE-27		
DISPENSING SYSTEM COMPONENTS	4.93	4
U63 OPERATE OR MAINTAIN PARTS IN TS-66	4.88	2
H70 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON QRC-245 EQUIPMENT	4.74	1
G32 REMOVE OR REPLACE GEAR DRIVES OR ASSOCIATED MECHANICAL LINKAGES	4.59	13
E4 COMPLETE CUSTODIAN REQUEST/RECEIPT FORMS (AF FORM 601b)	4.39	13
F15 PERFORM CORROSION CONTROL CHECKS ON AIRCRAFT	4.21	23
G53 SERVE AS TEST EQUIPMENT MONITOR	3.97	13
T15 REMOVE OR REPLACE RELAYS	3.72	46
U40 OPERATE OR MAINTAIN PARTS OF AN/PSM-27	3.54	5
T4 REMOVE OR REPLACE COAXIAL CABLES	3.36	61
G15 MAINTAIN MAGNETIC TAPES IN THE SHOP	3.21	8
F23 PRESSURIZE APPLICABLE EQUIPMENT	3.04	20
T24 SPLICE MAGNETIC TAPE	2.86	4
E13 COMPLETE SECURITY CONTAINER CHECK RECORD FORMS (AF FORM 301)	2.57	44
G10 CRATE OR UNCRATE EQUIPMENT	2.29	54
G6 CLEAN OR MAINTAIN AREAS OUTSIDE OF SHOP	1.98	50

TABLE 17

DIFFICULTY INDICES FOR CAREER LADDER GROUPS

JOB TYPES	JOB DIFFICULTY INDEX
TACTICAL/STRATEGIC RECONNAISSANCE AIRCRAFT EWS PERSONNEL (GRP195)	12.6
B- /AC-130 EWS PERSONNEL (GRP226)	15.5
EB-57 EWS PERSONNEL (GRP504)	12.0
EWS SHOP PERSONNEL (GRP177)	12.0
RC-135 EWS PERSONNEL (GRP178)	15.4
SUPERVISORY PERSONNEL (GRP074)	17.5
CLASSROOM INSTRUCTOR (GRP062)	15.5
FLIGHTLINE TRAINEES (GRP039)	5.9
SAC RC-135 EWS PERSONNEL (GRP034)	12.5
SUPPLY MONITORS (GRP040)	7.5
QUALITY CONTROL PERSONNEL (GRP031)	12.3
INSTRUCTORS (GRP024)	10.6

TABLE 18

JOB DIFFICULTY INDICES FOR DAFSC GROUPS

DAFSC GROUP	JOB DIFFICULTY INDEX
32830	9.3
32850	12.8
32870	14.4
32894	18.2

COMPARISON OF CURRENT SURVEY TO PREVIOUS STUDY

The results of this survey were compared to those of Occupational Survey Report (OSR) AFPT 90-328-219, dated 1 September 1974. Generally, the major results of both surveys indicate jobs being performed now are similar to those identified in the previous survey. Variations between job groups appear to be for the most part the result of equipment changes.

Table 19 presents a listing of the groups identified in the 1974 study and shows the major job groups in this study with which they match. This table shows that most of the 1974 groups match the present groups. Only six groups from the 1974 study (See Table 20) did not match any current survey groups. Two of these 1974 groups, EW Recorder Reproducer Specialist and B-66 EW Systems Flightline Repairmen, worked on equipment that is either no longer in the inventory or is operated by only a small number of respondents who did not form any recognizable job group. A third group in the 1974 study, EW Systems Technical Analysis Technicians, also did not match any group. However, as reported earlier, 11 respondents, who did not group together, did indicate that they work in EWS analysis sections. The other three unmatched groups consisted of a very small number of individuals in the 1974 study and no corresponding job types were identified in this study.

Overall, the two studies are quiet compatible in terms of job groups identified and reflect a fairly stable career field.

TABLE 19

COMPARISON OF JOB GROUPS FROM THE PREVIOUS STUDY TO PRESENT STUDY

1974	1978
EW FLIGHTLINE MAINTENANCE (GRP285)	
EW SPECIALIST (ALQ-72 ALE-2) (GRP251)	
EW FLIGHTLINE AND SHOP MAINTENANCE (GRP259)	
EW MAINTENANCE SPECIALIST (PODS) AN/APS-107 RECEIVING SYSTEMS (GRP291)	TACTICAL/STRATEGIC RECONNAISSANCE AIRCRAFT EW PERSONNEL (GRP195)
EW FLIGHTLINE MAINTENANCE SPECIALIST (GRP208)	
EW FLIGHTLINE MAINTENANCE SPECIALIST (GRP146)	
ALQ-71 COUNTERMEASURES SYSTEMS REPAIRMEN (GRP217)	
EW COUNTERMEASURES SYSTEMS SPECIALIST (GRP120)	
AW/ALQ-119 COUNTERMEASURES SYSTEMS SPECIALIST (GRP181)	
FLIGHTLINE MAINTENANCE SPECIALIST (GRP229)	
B-52 EW TRANSMITTER-RECEIVER SPECIALIST (GRP172)	
B-52 EW SYSTEMS REPAIRMEN (GRP205)	B-52/AC-130 EWS PERSONNEL (GRP226)
B-52 EW SYSTEMS FLIGHTLINE REPAIRMEN (GRP 199)	
B-57 EW SYSTEMS FLIGHTLINE MAINTENANCE SPECIALIST (GRP184)	EB-57 EWS PERSONNEL (GRP504)
EW TECHNICIAN (GRP183)	
EW SHOP MAINTENANCE TECHNICIANS (GRP166)	
AN/ALQ-87(V) COUNTERMEASURES SYSTEMS MAINTENANCE SPECIALIST (GRP228)	EWS SHOP PERSONNEL (GRP177)
EW COMPONENTS REPAIR AND SHOP MAINTENANCE SPECIALIST (GRP281)	
SHOP MAINTENANCE SPECIALISTS (GRP212)	
SYSTEMS OR COMPONENTS REPAIRMAN (GRP186)	
SPECIALIZED EW SYSTEMS EQUIPMENT MAINTENANCE SPECIALIST (GRP319)	RC-135 EWS PERSONNEL (GRP178)
AIRBORNE EW EQUIPMENT MAINTENANCE SPECIALIST (GRP303)	
SECURITY SERVICES SHOP CHIEFS (GRP163)	
EW SYSTEM MAINTENANCE SUPERVISORS (GRP187)	SUPERVISORY PERSONNEL (GRP074)
EW SHOP MAINTENANCE SUPERVISORS (GRP207)	
SUPERINTENDENTS (GRP206)	
EW SYSTEMS FLIGHTLINE MAINTENANCE SUPERVISORS (GRP154)	
SHIFT SUPERVISORS (GRP222)	
EW SYSTEMS FIELD TRAINING INSTRUCTORS (GRP096)	CLASSROOM INSTRUCTORS (GRP062)
EW SYSTEMS TRAINING INSTRUCTOR (GRP158)	
APPRENTICE EW FLIGHTLINE MAINTENANCE SPECIALIST (GENERAL) (GRP127)	FLIGHTLINE TRAINEES (GRP039)
APPRENTICE EW MAINTENANCE SPECIALIST AN/APR-36- AN/APT-37 (GRP169)	
SAC EW SYSTEMS INFLIGHT MAINTENANCE SPECIALISTS (GRP191)	SAC RC-135 EWS PERSONNEL (GRP034)
SUPPLY AND EQUIPMENT MONITOR (GRP139)	SUPPLY MONITORS (GRP040)
QUALITY CONTROL SUPERVISORY (GRP288)	QUALITY CONTROL PERSONNEL (GRP031)
EW RESIDENT COURSE SUPERVISORS (GRP196)	INSTRUCTORS (GRP024)
EW SYSTEMS CLASSROOM INSTRUCTORS (GRP162)	

TABLE 20

GROUPS FROM PREVIOUS SURVEY NOT MATCHED

GRP155	MAINTENANCE CONTROL SPECIALIST
GRP341	EW RECORDER REPRODUCER SPECIALIST
GRP237	B-66 EW SYSTEMS FLIGHTLINE REPAIRMEN
GRP100	EW SYSTEMS TRAINING REQUIREMENTS TECHNICIANS
GRP171	EW SYSTEMS STAFF SUPPORT SPECIALISTS
GRP102	EW SYSTEMS TECHNICAL ANALYSIS TECHNICIANS

DISCUSSION

The results of the analyses of survey data show no particular classification or career ladder document problems for the 328X3 career ladder. There are distinct differences between skill level groups which are accurately reflected in the AFR 39-1 speciality descriptions. The STS also provided good coverage of the major tasks performed.

Overall, the career ladder appears to be fairly stable with the same types of jobs in existence today as when the previous study (1974) was completed. The only changes noted being changes in EW systems.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP195, TACTICAL/STRATEGIC RECONNAISSANCE
AIRCRAFT EWS PERSONNEL

NUMBER IN GROUP: 347 PERCENT OF SAMPLE: 19%

MAJOR COMMAND DISTRIBUTION: TAC (61%), USAF (22%), SAC (5%), PACAF (8%), OTHER (4%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 32833 (13%), 32853 (76%), 32873 (11%)

AVERAGE GRADE: 3.9 JOB DIFFICULTY INDEX: 12.6

AVERAGE TIME IN CAREER FIELD: 45 MOS

AVERAGE TIME IN SERVICE: 54 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 55%

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (22%), INTERESTING (58%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 64%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 65%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 85

GROUP DIFFERENTIATING TASKS:

TASKS

- F42 REVIEW AIRCRAFT MAINTENANCE FORMS BEFORE APPLYING ELECTRICAL POWER TO SYSTEMS
- F34 REMOVE OR INSTALL EQUIPMENT TO FACILITATE OTHER MAINTENANCE (FOM)
- F27 REMOVE OR INSTALL AIRCRAFT ACCESS PANELS
- F29 REMOVE OR INSTALL COMPONENTS FROM COCKPITS
- F28 REMOVE OR INSTALL CABLES OR CONNECTORS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	36
G PERFORMING EW GENERAL SHOP MAINTENANCE	16
T REPAIRING EW COMPONENTS	9
E WORKING WITH FORMS AND RECORDS	9
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	5
J MAINTAINING RECEIVING SYSTEMS	4
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	4

GROUP ID NUMBER AND TITLE: GRP493, F-4C EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 58

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: USAF (57%), TAC (36%), OTHER (7%)

LOCATION: CONUS (43%), OVERSEAS (57%)

DAFSC DISTRIBUTION: 32833 (10%), 32853 (76%), 32873 (14%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 13.5

AVERAGE TIME IN CAREER FIELD: 47 MOS

AVERAGE TIME IN SERVICE: 62 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 45%

AMOUNT OF SUPERVISION: 24 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (21%), INTERESTING (58%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 66%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 94

GROUP DIFFERENTIATING TASKS:

TASKS

F55 UPLOAD OR DOWNLOAD PYLONS

H23 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-119
COUNTERMEASURES SYSTEMS

H50 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-25
RECEIVING SYSTEMS

I22 ISOLATE MALFUNCTIONS ON AN/ALQ-119 COUNTERMEASURES SYSTEMS ON AIRCRAFT

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL	35
G PERFORMING EW GENERAL SHOP MAINTENANCE	16
T REPAIRING EW COMPONENTS	10
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
E WORKING WITH FORMS AND RECORDS	8
J MAINTAINING RECEIVING SYSTEMS	6
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	5

GROUP ID NUMBER AND TITLE: GRP802, A-7D EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 38

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (92%), USAF (3%), OTHER (5%)

LOCATION: CONUS (95%), OVERSEAS (5%)

DAFSC DISTRIBUTION: 32833 (5%), 32853 (92%), 32873 (0%), NOT REPORTED (3%)

AVERAGE GRADE: 3.8

JOB DIFFICULTY INDEX: 15.1

AVERAGE TIME IN CAREER FIELD: 36 MOS

AVERAGE TIME IN SERVICE: 42 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 66%

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: LULL (5%), SO-SO (16%), INTERESTING (76%),
NOT REPORTED (39%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 74%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 32%
FAIRLY WELL OR BETTER 68%

AVERAGE NUMBER OF TASKS PERFORMED: 106

GROUP DIFFERENTIATING TASKS:

TASKS

G28 PROGRAM PODS IN SHOP

H16 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-71
COUNTERMEASURES SYSTEMS

J31 ISOLATE MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEM COMPONENTS

M22 ISOLATE MALFUNCTIONS ON AN/ALQ-71 COUNTERMEASURES SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	24
G PERFORMING EW GENERAL SHOP MAINTENANCE	22
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	13
T REPAIRING EW COMPONENTS	10
E WORKING WITH FORMS AND RECORDS	7
J MAINTAINING RECEIVING SYSTEMS	6
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	5

GROUP ID NUMBER AND TITLE: GRP613, F-105 EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 15 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (93%), USAFE (7%)

LOCATION: CONUS (93%), OVERSEAS (7%)

DAFSC DISTRIBUTION: 32853 (100%)

AVERAGE GRADE: 3.6 JOB DIFFICULTY INDEX: 17.2

AVERAGE TIME IN CAREER FIELD: 37 MOS

AVERAGE TIME IN SERVICE: 43 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 53%

AMOUNT OF SUPERVISION: 53 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (33%), INTERESTING (67%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 122

GROUP DIFFERENTIATING TASKS:

TASKS

F24 PROGRAM PODS ON FLIGHTLINE
F21 PERFORM STRAY VOLTAGE CHECKS ON FLARE SYSTEMS
H34 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/AIR-53
RECEIVING SYSTEMS
H43 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALT-34
TRANSMITTING SYSTEMS
H52 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-35
RECEIVING SYSTEMS
J15 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APR-35
RECEIVING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	31
G PERFORMING EW GENERAL SHOP MAINTENANCE	13
E WORKING WITH FORMS AND RECORDS	9
T REPAIRING EW COMPONENTS	8
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	8
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	8
J MAINTAINING RECEIVING SYSTEMS	7
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	6

GROUP ID NUMBER AND TITLE: GRP383, F-4D EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 72

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (56%), USAF (24%), PACAF (17%), OTHER (3%)

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 32833 (18%), 32853 (68%), 32873 (13%), NOT REPORTED (1%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 10.9

AVERAGE TIME IN CAREER FIELD: 47 MONTHS

AVERAGE TIME IN SERVICE: 56 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 61%

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (38%), INTERESTING (43%),
NOT REPORTED (6%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 42%
FAIRLY WELL OR BETTER 55%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 58%
FAIRLY WELL OR BETTER 41%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 73

GROUP DIFFERENTIATING TASKS:

TASKS

F33 REMOVE OR INSTALL COMPONENTS FROM VERTICAL STABILIZERS
H56 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APS-107
RECEIVING SYSTEMS
I55 ISOLATE MALFUNCTIONS ON AN/APS-107 RECEIVING SYSTEMS ON AIRCRAFT
J19 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APS-107
RECEIVING SYSTEM COMPONENTS
J43 ISOLATE MALFUNCTIONS ON AN/APS-107 RECEIVING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	40
G PERFORMING EW GENERAL SHOP MAINTENANCE	15
T REPAIRING EW COMPONENTS	10
E WORKING WITH FORMS AND RECORDS	10
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
B DIRECTING AND IMPLEMENTING	4
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	3
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	3

GROUP ID NUMBER AND TITLE: GRP461, F-4E/A-7D EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32833 (60%), 32853 (40%)

AVERAGE GRADE: 3.2

JOB DIFFICULTY INDEX: 9.6

AVERAGE TIME IN CAREER FIELD: 18 MOS

AVERAGE TIME IN SERVICE: 21 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AMOUNT OF SUPERVISION: NOBODY SUPERVISES

EXPRESSED JOB INTEREST: BOLL (10%), SO-SO (20%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 10%
FAIRLY WELL OR BETTER 90%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 57

GROUP DIFFERENTIATING TASKS:

TASKS

H33 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALR-46
RECEIVING SYSTEMS
I32 ISOLATES MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEMS ON AIRCRAFT
I53 ISOLATE MALFUNCTIONS ON AN/APR-37 RECEIVING SYSTEMS ON AIRCRAFT
J 7 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-46
RECEIVING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	35
G PERFORMING EW GENERAL SHOP MAINTENANCE	24
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	13
J MAINTAINING RECEIVING SYSTEMS	9
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	5
T REPAIRING EW COMPONENTS	4
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	4

GROUP ID NUMBER AND TITLE: GRP751, F-4E EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 56 PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (87%), USAF (11%), PACAF (2%)

LOCATION: CONUS (89%), OVERSEAS (11%)

DAFSC DISTRIBUTION: 32833 (11%), 32853 (84%), 32873 (5%)

AVERAGE GRADE: 3.6 JOB DIFFICULTY INDEX: 12.5

AVERAGE TIME IN CAREER FIELD: 37 MOS

AVERAGE TIME IN SERVICE: 43 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 64%

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (7%), INTERESTING (78%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23
FAIRLY WELL OR BETTER 77

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38
FAIRLY WELL OR BETTER 62

AVERAGE NUMBER OF TASKS PERFORMED: 83

GROUP DIFFERENTIATING TASKS:

TASKS

152 ISOLATE MALFUNCTIONS ON AN/APR-36 RECEIVING SYSTEMS ON AIRCRAFT
153 ISOLATE MALFUNCTIONS ON AN/APR-37 RECEIVING SYSTEMS ON AIRCRAFT
H53 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-26
RECEIVING SYSTEMS
H54 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-37
RECEIVING SYSTEMS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	38
G PERFORMING EW GENERAL SHOP MAINTENANCE	13
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	9
E WORKING WITH FORMS AND RECORDS	8
T REPAIRING EW COMPONENTS	7
J MAINTAINING RECEIVING SYSTEMS	5
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	5

GROUP ID NUMBER AND TITLE: GRP355, SR-71/U-2 EWS FLIGHTLINE/SHOP PERSONNEL

NUMBER IN GROUP: 18

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (89%), USAFE (11%)

LOCATION: CONUS (83%), OVERSEAS (11%), NOT REPORTED (6%)

DAFSC DISTRIBUTION: 32833 (5%), 32853 (67%), 32873 (28%)

AVERAGE GRADE: 4.2

JOB DIFFICULTY INDEX: 10.6

AVERAGE TIME IN CAREER FIELD: 64 MOS

AVERAGE TIME IN SERVICE: 76 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (39%), SO-SO (11%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 44%
NOT REPORTED 6%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 51%
FAIRLY WELL OR BETTER 49%

AVERAGE NUMBER OF TASKS PERFORMED: 79

GROUP DIFFERENTIATING TASKS:

TASKS

H35 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALT-6B
TRANSMITTING SYSTEMS
H79 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EXPERIMENTAL
SYSTEMS
I80 ISOLATE MALFUNCTIONS ON EXPERIMENTAL SYSTEMS ON AIRCRAFT
J47 ISOLATE MALFUNCTIONS ON EXPERIMENTAL RECEIVING SYSTEM COMPONENTS
U70 OPERATE OR MAINTAIN PARTS OF AN/ALM-174

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	37
G PERFORMING EW GENERAL SHOP MAINTENANCE	21
T REPAIRING EW COMPONENTS	11
E WORKING WITH FORMS AND RECORDS	9
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
B DIRECTING AND IMPLEMENTING	5

GROUP ID NUMBER AND TITLE: GRP391, BC-130/C-130/RC-130 FLIGHTLINE/SHOP
EWS PERSONNEL

NUMBER IN GROUP: 17 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (59%), PACAF (12%), AFSC (18%), ADC (5%),
AAC (6%)

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 32853 (82%), 32873 (18%)

AVERAGE GRADE: 4.2 JOB DIFFICULTY INDEX: 14.7

AVERAGE TIME IN CAREER FIELD: 45 MOS

AVERAGE TIME IN SERVICE: 59 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 35%

AMOUNT OF SUPERVISION: 47 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (29%), INTERESTING (47%),
NOT REPORTED (6%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 59%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 59%

AVERAGE NUMBER OF TASKS PERFORMED: 110

GROUP DIFFERENTIATING TASKS:

TASKS

G16 LOAD CHAFF HOPPERS OR MAGAZINES
H06 PERFORM PRE-FLIGHT OPERATIONAL CHECKS ON AN/ALE-2 DISPENSING SYSTEMS
H11 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALE-38
DISPENSING SYSTEMS
I06 ISOLATE MALFUNCTIONS ON AN/ALE-2 DISPENSING SYSTEMS ON AIRCRAFT
J13 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APR-25
RECEIVING SYSTEM COMPONENTS
L16 ISOLATE MALFUNCTIONS ON AN/ALE-38 DISPENSING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	22
G PERFORMING EW GENERAL SHOP MAINTENANCE	20
E WORKING WITH FORMS AND RECORDS	12
T REPAIRING EW COMPONENTS	10
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
B DIRECTING AND IMPLEMENTING	6
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	5
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	4

GROUP ID NUMBER AND TITLE: GRP231, F-4E/F-105 EWS FLIGHTLINE/SHOP
PERSONNEL

NUMBER IN GROUP: 38 PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: PACAF (29%), TAC (45%), USAF (21%), SAC (2%),
OTHER (3%)

LOCATION: CONUS (47%), OVERSEAS (53%)

DAFSC DISTRIBUTION: 32833 (26%), 32853 (66%), 32873 (8%)

AVERAGE GRADE: 3.8 JOB DIFFICULTY INDEX: 9.2

AVERAGE TIME IN CAREER FIELD: 45 MOS

AVERAGE TIME IN SERVICE: 52 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

AMOUNT OF SUPERVISION: 18 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (37%), SO-SO (21%), INTERESTING (42%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 58%
FAIRLY WELL OR BETTER 42%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 66%
FAIRLY WELL OR BETTER 34%

AVERAGE NUMBER OF TASKS PERFORMED: 54

GROUP DIFFERENTIATING TASKS:

TASKS

H23 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-119
COUNTERMEASURES SYSTEMS
H54 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-37
RECEIVING SYSTEMS
I22 ISOLATE MALFUNCTIONS ON AN/ALQ-119 COUNTERMEASURES SYSTEMS ON AIRCRAFT
I32 ISOLATE MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEMS ON AIRCRAFT
I53 ISOLATES MALFUNCTIONS ON AN/APR-37 RECEIVING SYSTEMS ON AIRCRAFT

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	53
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	10
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	8
E WORKING WITH FORMS AND RECORDS	7
T REPAIRING EW COMPONENTS	6
G PERFORMING EW GENERAL SHOP MAINTENANCE	5

GROUP ID NUMBER AND TITLE: GRP226, B-52/AC-130 EWS PERSONNEL

NUMBER IN GROUP: 267

PERCENT OF SAMPLE: 15%

MAJOR COMMAND DISTRIBUTION: SAC (87%), TAC (8%), OTHER (5%)

LOCATION: CONUS (95%), OVERSEAS (5%)

DAFSC DISTRIBUTION: 32833 (13%), 32853 (72%), 32873 (14%), NOT REPORTED (1%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 15.6

AVERAGE TIME IN CAREER FIELD: 46 MOS

AVERAGE TIME IN SERVICE: 56 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (20%), INTERESTING (64%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 69%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 66%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 113

GROUP DIFFERENTIATING TASKS:

TASKS

H33 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALR-46
RECEIVING SYSTEMS
I32 ISOLATE MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEMS ON AIRCRAFT
J07 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-46
RECEIVING SYSTEM COMPONENTS
L15 ISOLATE MALFUNCTIONS ON AN/ALE-27 DISPENSING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	30
G PERFORMING EW GENERAL SHOP MAINTENANCE	15
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	9
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	9
E WORKING WITH FORMS AND RECORDS	7
T REPAIRING EW COMPONENTS	7
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	6

GROUP ID NUMBER AND TITLE: GRP385, B-52 EWS FLIGHTLINE PERSONNEL

NUMBER IN GROUP: 157

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: SAC (99%), OTHER (1%)

LOCATION: CONUS (96%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 32833 (19%), 32853 (64%), 32873 (17%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 13.7

AVERAGE TIME IN CAREER FIELD: 47 MOS

AVERAGE TIME IN SERVICE: 60 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (20%), INTERESTING (59%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 63%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 58%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 94

GROUP DIFFERENTIATING TASKS:

TASKS

H07 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALE-20
DISPENSING SYSTEMS
H22 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-117
COUNTERMEASURES SYSTEMS
I07 ISOLATE MALFUNCTIONS ON AN/ALE-20 DISPENSING SYSTEMS ON AIRCRAFT
I29 ISOLATE MALFUNCTIONS ON AN/ALR-20 RECEIVING SYSTEMS ON AIRCRAFT

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	37
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	12
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	11
G PERFORMING EW GENERAL SHOP MAINTENANCE	9
E WORKING WITH FORMS AND RECORDS	8
T REPAIRING EW COMPONENTS	5
B DIRECTING AND IMPLEMENTING	4

GROUP ID NUMBER AND TITLE: GRP393, B-52 EWS SHOP/FLIGHTLINE PERSONNEL

NUMBER IN GROUP: 69 PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (99%), AFSC (1%)

LOCATION: CONUS (99%), OVERSEAS (1%)

DAFSC DISTRIBUTION: 32833 (3%), 32853 (84%), 32873 (12%), NOT REPORTED (1%)

AVERAGE GRADE: 3.9 JOB DIFFICULTY INDEX: 18.2

AVERAGE TIME IN CAREER FIELD: 44 MOS

AVERAGE TIME IN SERVICE: 52 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 48%

AMOUNT OF SUPERVISION: 39 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (23%), INTERESTING (67%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

AVERAGE NUMBER OF TASKS PERFORMED: 146

GROUP DIFFERENTIATING TASKS:

TASKS

G08 CLEAN OR REPLACE DUST FILTERS OR DESICCATORS ON EQUIPMENT
J04 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-20
RECEIVING SYSTEM COMPONENTS
J28 ISOLATE MALFUNCTIONS ON AN/ALR-20 RECEIVING SYSTEM COMPONENTS
J31 ISOLATE MALFUNCTIONS ON AN/ALR-46 RECEIVING SYSTEM COMPONENTS
K11 ISOLATE MALFUNCTIONS ON AN/ALT-6B TRANSMITTING SYSTEM COMPONENTS
L04 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALE-24
DISPENSING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
G PERFORMING EW GENERAL SHOP MAINTENANCE	24
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	21
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	10
T REPAIRING EW COMPONENTS	9
E WORKING WITH FORMS AND RECORDS	7
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	6
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	6
K MAINTAINING TRANSMITTING SYSTEMS	4

GROUP ID NUMBER AND TITLE: GRP599, AC-130 EWS PERSONNEL

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: PACAF (23%), TAC (59%), USAFE (18%)

LOCATION: CONUS (59%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 32853 (88%), 32873 (12%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 16.7

AVERAGE TIME IN CAREER FIELD: 58 MOS

AVERAGE TIME IN SERVICE: 63 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 41%

AMOUNT OF SUPERVISION: 47 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (12%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 121

GROUP DIFFERENTIATING TASKS:

TASKS

- L06 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALE-27 DISPENSING SYSTEM COMPONENTS
- L15 ISOLATE MALFUNCTIONS ON AN/ALE-27 DISPENSING SYSTEM COMPONENTS
- M15 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON SYSTEM 65 COMPONENTS
- M16 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON TRIM 7-A COUNTERMEASURES SYSTEM COMPONENTS
- M35 ISOLATE MALFUNCTIONS ON SYSTEM 65 COMPONENTS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	26
G PERFORMING EW GENERAL SHOP MAINTENANCE	22
T REPAIRING EW COMPONENTS	10
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	9
E WORKING WITH FORMS AND RECORDS	8
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	5
M MAINTAINING COUNTERMEASURES SYSTEMS	4
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	5

GROUP ID NUMBER AND TITLE: GRP376, B-52 COMPUTER TECHNICIANS

NUMBER IN GROUP: 16 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (31%), TAC (69%)

LOCATION: CONUS (100%),

DAFSC DISTRIBUTION: 32833 (19%), 12853 (81%)

AVERAGE GRADE: 3.5 JOB DIFFICULTY INDEX: 20

AVERAGE TIME IN CAREER FIELD: 24 MOS

AVERAGE TIME IN SERVICE: 28 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

AMOUNT OF SUPERVISION: ONE INDIVIDUAL SUPERVISES 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (19%), INTERESTING (68%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 75%
NOT REPORTED 6%

AVERAGE NUMBER OF TASKS PERFORMED: 145

GROUP DIFFERENTIATING TASKS:

TASKS

W01 ADJUST ANALOG TO DIGITAL CONVERTERS
W02 ADJUST DIGITAL TO ANALOG CONVERTERS
W12 ISOLATE MALFUNCTIONS IN RING COUNTER ASSEMBLIES
W13 ISOLATE MALFUNCTIONS IN SHIFT REGISTERS
W19 REMOVE OR REPLACE COMPONENTS OF ADDER CIRCUITS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G PERFORMING EW GENERAL SHOP MAINTENANCE	21
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	18
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	14
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	13
T REPAIRING EW COMPONENTS	12
J MAINTAINING RECEIVING SYSTEMS	6
E WORKING WITH FORMS AND RECORDS	5
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	5

GROUP ID NUMBER AND TITLE: GRP504, EB-57 EWS PERSONNEL

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32833 (9%), 32853 (82%), 32873 (9%)

AVERAGE GRADE: 3.8

JOB DIFFICULTY INDEX: 12

AVERAGE TIME IN CAREER FIELD: 35 MOS

AVERAGE TIME IN SERVICE: 56 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 46%

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (27%), INTERESTING (55%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 55%
FAIRLY WELL OR BETTER 45%

AVERAGE NUMBER OF TASKS PERFORMED: 84

GROUP DIFFERENTIATING TASKS:

TASKS

H35 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALT-6B
TRANSMITTING SYSTEMS
H55 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APS-54
RECEIVING SYSTEMS
H06 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALE-2
DISPENSING SYSTEMS
I18 ISOLATE MALFUNCTIONS ON AN/ALQ-87(V) COUNTERMEASURES SYSTEMS ON AIRCRAFT
I35 ISOLATE MALFUNCTIONS ON AN/ALF-15 TRANSMITTING SYSTEMS ON AIRCRAFT

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	44
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	13
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	10
T REPAIRING EW COMPONENTS	10
E WORKING WITH FORMS AND RECORDS	6
G PERFORMING EW GENERAL SHOP MAINTENANCE	4
B DIRECTING AND IMPLEMENTING	3

GROUP ID NUMBER AND TITLE: GRP177, EWS SHOP PERSONNEL

NUMBER IN GROUP: 363

PERCENT OF SAMPLE: 20%

MAJOR COMMAND DISTRIBUTION: PACAF (13%), TAC (24%), SAC (29%), USAFE (29%),
ADC (4%), USAFSS (4%), OTHER (6%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 32833 (15%), 32853 (79%), 32873 (6%)

AVERAGE GRADE: 3.8

JOB DIFFICULTY INDEX: 12.0

AVERAGE TIME IN CAREER FIELD: 37 MOS

AVERAGE TIME IN SERVICE: 45 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 87%

AMOUNT OF SUPERVISION: 23 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (18%), INTERESTING (71%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 74%

AVERAGE NUMBER OF TASKS PERFORMED: 73

GROUP DIFFERENTIATING TASKS:

TASKS

G07 CLEAN OR MAINTAIN SHOP
H23 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-119
COUNTERMEASURES SYSTEMS
M09 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-119
COUNTERMEASURES SYSTEM COMPONENTS
M29 ISOLATE MALFUNCTIONS ON AN/ALQ-119 COUNTERMEASURES SYSTEM COMPONENTS
T17 REPAIR CABLES OR CONNECTORS
U27 OPERATE OR MAINTAIN PARTS OF AN/ALM-126

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	50
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	19
T REPAIRING EW COMPONENTS	12
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	11
E WORKING WITH FORMS AND RECORDS	10
M MAINTAINING COUNTERMEASURES SYSTEMS	3
B DIRECTING AND IMPLEMENTING	3

GROUP ID NUMBER AND TITLE: GRP230, F-4 SHOP EWS PERSONNEL

NUMBER IN GROUP: 189

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: TAC (38%), ADCOM (38%), PACAF (21%), OTHER (3%)

LOCATION: CONUS (40%), OVERSEAS (60%)

DAFSC DISTRIBUTION: 32833 (13%), 32853 (79%), 32873 (7%), NOT REPORTED (1%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 12.8

AVERAGE TIME IN CAREER FIELD: 41 MOS

AVERAGE TIME IN SERVICE: 49 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (16%), INTERESTING (71%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 73%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 76

GROUP DIFFERENTIATING TASKS:

TASKS

H23 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-119
COUNTERMEASURES SYSTEMS
M09 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-119
COUNTERMEASURES SYSTEM COMPONENTS
M29 ISOLATE MALFUNCTIONS ON AN/ALQ-119 COUNTERMEASURES SYSTEM COMPONENTS
L07 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALE-38
DISPENSING SYSTEM COMPONENTS
U27 OPERATE OR MAINTAIN PARTS OF AN/ALM-126
U46 OPERATE OR MAINTAIN PARTS OF HIGH POWER TEST SETS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	27
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	20
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE	14
T REPAIRING EW COMPONENTS	10
E WORKING WITH FORMS AND RECORDS	9
M MAINTAINING COUNTERMEASURES SYSTEMS	5
B DIRECTING AND IMPLEMENTING	4

GROUP ID NUMBER AND TITLE: GRP368, B-52 SHOP EWS PERSONNEL

NUMBER IN GROUP: 109 PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: SAC (87%), ATC (8%), OTHER (5%)

LOCATION: CONUS (95%), OVERSEAS (5%)

DAFSC DISTRIBUTION: 32833 (20%), 32853 (77%), 32873 (3%)

AVERAGE GRADE: 3.4 JOB DIFFICULTY INDEX: 11.4

AVERAGE TIME IN CAREER FIELD: 28 MOS

AVERAGE TIME IN SERVICE: 35 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 75%

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (23%), INTERESTING (68%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 79%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

AVERAGE NUMBER OF TASKS PERFORMED: 73

GROUP DIFFERENTIATING TASKS:

TASKS

I21 ISOLATE MALFUNCTIONS ON AN/ALQ-117 COUNTERMEASURES SYSTEMS ON AIRCRAFT
I29 ISOLATE MALFUNCTIONS ON AN/ALR-20 RECEIVING SYSTEMS ON AIRCRAFT
K01 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALT-(C)
TRANSMITTING SYSTEM COMPONENTS
K08 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALT-32
TRANSMITTING SYSTEM COMPONENTS
K11 ISOLATE MALFUNCTIONS ON AN/ALT-6B TRANSMITTING SYSTEM COMPONENTS
U66 OPERATE OR MAINTAIN PARTS IN TUNER TEST SETS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G PERFORMING EW GENERAL SHOP MAINTENANCE	34
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	19
T REPAIRING EW COMPONENTS	14
E WORKING WITH FORMS AND RECORDS	10
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	7
K MAINTAINING TRANSMITTING SYSTEMS	6

GROUP ID NUMBER AND TITLE: GRP275, T-33 SHOP EWS PERSONNEL

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADCOM (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32853 (100%)

AVERAGE GRADE: 4.1

JOB DIFFICULTY INDEX: 11.2

AVERAGE TIME IN CAREER FIELD: 36 MONTHS

AVERAGE TIME IN SERVICE: 46 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 64%

AMOUNT OF SUPERVISION: 45 PERCENT SUPERVISE AN AVERAGE OF 2 INDIVIDUALS

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (27%), INTERESTING (64%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 91%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 69

GROUP DIFFERENTIATING TASKS:

TASKS

H17 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-72
COUNTERMEASURES SYSTEMS
M02 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-71
COUNTERMEASURES SYSTEM COMPONENTS
M03 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-72
COUNTERMEASURES SYSTEM COMPONENTS
M23 ISOLATE MALFUNCTIONS ON AN/ALQ-72 COUNTERMEASURES SYSTEM COMPONENTS
U14 OPERATE OR MAINTAIN PARTS OF AN/ALM-58

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	30
T REPAIRING EW COMPONENTS	17
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	14
E WORKING WITH FORMS AND RECORDS	10
M MAINTAINING COUNTERMEASURES SYSTEMS	7
B DIRECTING AND IMPLEMENTING	7
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	7

GROUP ID NUMBER AND TITLE: GRP303, SHOP EQUIPMENT PERSONNEL

NUMBER IN GROUP: 21

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (87%), ATC (8%), OTHER (5%)

LOCATION: CONUS (52%), OVERSEAS (48%)

DAFSC DISTRIBUTION: 32833 (5%), 32853 (81%), 32873 (14%)

AVERAGE GRADE: 4.2

JOB DIFFICULTY INDEX: 8.5

AVERAGE TIME IN CAREER FIELD: 57 MOS

AVERAGE TIME IN SERVICE: 69 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 48%

AMOUNT OF SUPERVISION: 14 PERCENT SUPERVISE AN AVERAGE OF 1 SUBORDINATE

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (5%), INTERESTING (76%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 43%
FAIRLY WELL OR BETTER 57%

AVERAGE NUMBER OF TASKS PERFORMED: 53

GROUP DIFFERENTIATING TASKS:

TASKS

U39 OPERATE OR MAINTAIN PARTS OF AN/PSM-6
U58 OPERATE OR MAINTAIN PARTS OF SIGNAL GENERATORS
U60 OPERATE OR MAINTAIN PARTS OF SPECTRUM ANALYZERS
U61 OPERATE OR MAINTAIN PARTS ON TRANSISTOR CHECKERS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	39
T REPAIRING EW COMPONENTS	24
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	11
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	8
E WORKING WITH FORMS AND RECORDS	8

GROUP ID NUMBER AND TITLE: GRP381, C-130/AC-130 EWS SHOP PERSONNEL

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (90%), OTHER (10%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32633 (20%), 32853 (80%)

AVERAGE GRADE: 3.2 JOB DIFFICULTY INDEX: 13.2

AVERAGE TIME IN CAREER FIELD: 19 MOS

AVERAGE TIME IN SERVICE: 24 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 80%

AMOUNT OF SUPERVISION: 20 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (20%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 93

GROUP DIFFERENTIATING TASKS:

TASKS

F49 UPLOAD OR DOWNLOAD CHAFF MAGAZINES ONTO AIRCRAFT

G28 PROGRAM PODS IN SHOP

H19 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALQ-87(V)
COUNTERMEASURES SYSTEMS

J21 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ASD-5
RECEIVING SYSTEM COMPONENTS

J46 ISOLATE MALFUNCTIONS ON AN/ASD-5 RECEIVING SYSTEM COMPONENTS

M05 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALQ-87(V)
COUNTERMEASURES SYSTEM COMPONENTS

M25 ISOLATE MALFUNCTIONS ON AN/ALQ-87(V) COUNTERMEASURES SYSTEM COMPONENTS

U19 OPERATE OR MAINTAIN PARTS OF AN/ALM-91

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	24
G PERFORMING EW GENERAL SHOP MAINTENANCE	22
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	18
T REPAIRING EW COMPONENTS	11
E WORKING WITH FORMS AND RECORDS	8
M MAINTAINING COUNTERMEASURES SYSTEMS	4
B DIRECTING AND IMPLEMENTING	4

GROUP ID NUMBER AND TITLE: GRP272, HH53/OV-10 SHOP EWS PERSONNEL

NUMBER IN GROUP: 12 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: PACAF (58%), SAC (34%), TAC (8%)

LOCATION: CONUS (42%), OVERSEAS (58%)

DAFSC DISTRIBUTION: 32833 (33%), 32853 (67%)

AVERAGE GRADE: 3.5 JOB DIFFICULTY INDEX: 10.8

AVERAGE TIME IN CAREER FIELD: 25 MOS

AVERAGE TIME IN SERVICE: 30 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 83%

AMOUNT OF SUPERVISION: 8 PERCENT SUPERVISE AN AVERAGE OF 1 SUBORDINATE

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (8%), INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

AVERAGE NUMBER OF TASKS PERFORMED: 49

GROUP DIFFERENTIATING TASKS:

TASKS

- J07 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-46 RECEIVING SYSTEM COMPONENTS
- J08 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/ALR-53 RECEIVING SYSTEM COMPONENTS
- J19 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APS-107 RECEIVING SYSTEM COMPONENTS
- J32 ISOLATE MALFUNCTIONS ON AN/ALR-53 RECEIVING SYSTEM COMPONENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	27
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	21
T REPAIRING EW COMPONENTS	15
J MAINTAINING RECEIVING SYSTEMS	13
E WORKING WITH FORMS AND RECORDS	10
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	5

GROUP ID NUMBER AND TITLE: GRP183, SHIFT/FLIGHTLINE/SHOP CHIEFS

NUMBER IN GROUP: 143

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: TAC (49%), USAF (15%), SAC (16%), ADC (6%),
PACAF (6%), OTHER (8%)

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 32853 (41%), 32873 (57%), 32893/94 (1%), NOT REPORTED (1%)

AVERAGE GRADE: 5.1

JOB DIFFICULTY INDEX: 19.3

AVERAGE TIME IN CAREER FIELD: 104 MOS

AVERAGE TIME IN SERVICE: 124 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 10%

AMOUNT OF SUPERVISION: 86 PERCENT SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (19%), INTERESTING (67%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 78%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 70%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 164

GROUP DIFFERENTIATING TASKS:

TASKS

B10 DIRECT FLIGHTLINE MAINTENANCE
B15 DIRECT SHOP MAINTENANCE
B22 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES
B26 SUPERVISE APPRENTICE ELECTRONIC WARFARE REPAIR PERSONNEL (AFSC 32833)
D09 CONDUCT ON-THE-JOB TRAINING (OJT)
E07 COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)
E16 EXAMINE WORK ORDERS FOR RECURRING AIRCRAFT OR EQUIPMENT PROBLEMS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
G PERFORMING EW GENERAL SHOP MAINTENANCE	17
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	16
E WORKING WITH FORMS AND RECORDS	12
B DIRECTING AND IMPLEMENTING	12
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
C EVALUATING	6
A ORGANIZING AND PLANNING	6
T REPAIRING EW COMPONENTS	6
D TRAINING	6

GROUP ID NUMBER AND TITLE: GRP178, RC-135 EWS PERSONNEL

NUMBER IN GROUP: 141

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: SAC (35%), USAFSS (59%), OTHER (6%)

LOCATION: CONUS (68%), OVERSEAS (32%)

DAFSC DISTRIBUTION: 32833 (1%), 32853 (65%), 32873 (33%), NOT REPORTED (1%)

AVERAGE GRADE: 4.9

JOB DIFFICULTY INDEX: 15.4

AVERAGE TIME IN CAREER FIELD: 82 MOS

AVERAGE TIME IN SERVICE: 104 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 18%

AMOUNT OF SUPERVISION: 45 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (10%), INTERESTING (81%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 76%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 101

GROUP DIFFERENTIATING TASKS:

TASKS

H49 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-17
RECEIVING SYSTEMS
H84 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON WJ-1740
RECEIVING SYSTEMS
148 ISOLATE MALFUNCTIONS ON AN/APR-17 RECEIVING SYSTEMS ON AIRCRAFT
J23 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON WJ-1740
RECEIVING SYSTEM
T11 REMOVE OR REPLACE NIXIE OR DIGITAL READOUT TUBES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

C PERFORMING EW GENERAL SHOP MAINTENANCE	23
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	19
T REPAIRING EW COMPONENTS	12
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	11
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	9
E WORKING WITH FORMS AND RECORDS	9
B DIRECTING AND IMPLEMENTING	4
P MAINTAINING RECORDING/REPRODUCING SYSTEMS	3

GROUP ID NUMBER AND TITLE: GRP246, RC-135 AIRBORNE EWS PERSONNEL

NUMBER IN GROUP: 103

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: SAC (17%), USAFSS (81%), TAC (2%) AFCS (1%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 32853 (64%), 32873 (35%), NOT REPORTED (1%)

AVERAGE GRADE: 5.0

JOB DIFFICULTY INDEX: 15.6

AVERAGE TIME IN CAREER FIELD: 87 MOS

AVERAGE TIME IN SERVICE: 109 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AMOUNT OF SUPERVISION: 48 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (9%), INTERESTING (82%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 91%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 81%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 105

GROUP DIFFERENTIATING TASKS:

TASKS

F01 BRIEF OR DEBRIEF FLIGHT CREWS
F16 PERFORM IN-FLIGHT ANALYSES OF MALFUNCTIONS
F17 PERFORM IN-FLIGHT CHECK OUTS OF NEW EQUIPMENT
F18 PERFORM IN-FLIGHT MAINTENANCE OF EW EQUIPMENT
F26 RECONFIGURE AIRCRAFT FOR MISSION REQUIREMENTS
W13 ISOLATE MALFUNCTIONS IN SHIFT REGISTERS
W22 REMOVE OR REPLACE COMPONENTS OF DIGITAL DISPLAY SYSTEMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	22
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	21
T REPAIRING EW COMPONENTS	14
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	11
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	11
E WORKING WITH FORMS AND RECORDS	10
B DIRECTING AND IMPLEMENTING	4

GROUP ID NUMBER AND TITLE: GRP259, RC-135 EWS SHOP PERSONNEL

NUMBER IN GROUP: 16

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (75%), USAF (19%), AFSC (6%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 32833 (6%), 32853 (63%), 32873 (25%), NOT REPORTED (6%)

AVERAGE GRADE: 4.3

JOB DIFFICULTY INDEX: 15.3

AVERAGE TIME IN CAREER FIELD: 60 MOS

AVERAGE TIME IN SERVICE: 75 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 31%

AMOUNT OF SUPERVISION: 31 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (6%), INTERESTING (88%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 94%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

AVERAGE NUMBER OF TASKS PERFORMED: 82

GROUP DIFFERENTIATING TASKS:

TASKS

G11 FABRICATE OR MAINTAIN TEST BENCH MOCKUPS
G46 REPAIR PRINTED CIRCUIT BOARDS
H72 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON QRC-259
EQUIPMENT
J23 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON WJ-1740
RECEIVING SYSTEM
S10 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON QRC-259
EQUIPMENT COMPONENTS
S26 ISOLATE MALFUNCTIONS ON QRC-259 EQUIPMENT COMPONENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

G PERFORMING EW GENERAL SHOP MAINTENANCE	27
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	16
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	14
T REPAIRING EW COMPONENTS	12
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	7
E WORKING WITH FORMS AND RECORDS	4
J MAINTAINING RECEIVING SYSTEMS	4
B DIRECTING AND IMPLEMENTING	3

GROUP ID NUMBER AND TITLE: GRP323, RC-135 EWS SHOP/FLIGHTLINE PERSONNEL

NUMBER IN GROUP: 15

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (87%), USAFE (7%), AAC (6%)

LOCATION: CONUS (27%), OVERSEAS (73%)

DAFSC DISTRIBUTION: 32853 (67%), 32873 (33%)

AVERAGE GRADE: 4.8

JOB DIFFICULTY INDEX: 15.4

AVERAGE TIME IN CAREER FIELD: 89 MOS

AVERAGE TIME IN SERVICE: 115 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 13%

AMOUNT OF SUPERVISION: 47 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (7%), INTERESTING (80%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

AVERAGE NUMBER OF TASKS PERFORMED: 110

GROUP DIFFERENTIATING TASKS:

TASKS

F50 UPLOAD OR DOWNLOAD MAGNETIC TAPES ONTO AIRCRAFT
F51 UPLOAD OR DOWNLOAD PHOTOGRAPHIC FILM ONTO AIRCRAFT
H13 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALE-2
RECORDING SYSTEMS
H45 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APA-74
SIGNAL ANALYZERS
H49 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-17
RECEIVING SYSTEMS
I48 ISOLATE MALFUNCTIONS ON AN/APR-17 RECEIVING SYSTEMS ON AIRCRAFT
J12 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APR-17
RECEIVING SYSTEM COMPONENTS
Q01 ALIGN, ADJUST, OR PERFORM MINIMUM PERFORMANCE CHECKS ON AN/APA-74
SIGNAL ANALYZER COMPONENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	22
G PERFORMING EW GENERAL SHOP MAINTENANCE	21
E WORKING WITH FORMS AND RECORDS	12
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	8
T REPAIRING EW COMPONENTS	7
B DIRECTING AND IMPLEMENTING	7

GROUP ID NUMBER AND TITLE: GRP074, SUPERVISORY PERSONNEL

NUMBER IN GROUP: 269

PERCENT OF SAMPLE: 15%

MAJOR COMMAND DISTRIBUTION: TAC (39%), SAC (22%), USAFE (13%), USAFSS (6%),
ATC (4%), ADC (4%), OTHER (12%)

LOCATION: CONUS (73%), OVERSEAS (26%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 32853 (25%), 32873 (68%), 32893/94 (7%)

AVERAGE GRADE: 5.7

JOB DIFFICULTY INDEX: 17.5

AVERAGE TIME IN CAREER FIELD: 126 MOS

AVERAGE TIME IN SERVICE: 158 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 6%

AMOUNT OF SUPERVISION: 95 PERCENT SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (34%), INTERESTING (52%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 72%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 130

GROUP DIFFERENTIATING TASKS:

TASKS

A01 ASSIGN PERSONNEL TO DUTY POSITIONS
B03 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT
B26 SUPERVISE APPRENTICE ELECTRONIC WARFARE REPAIR PERSONNEL (AFSC 32833)
B32 SUPERVISE ELECTRONIC WARFARE SYSTEMS REPAIR SPECIALISTS (AFSC 32853)
C08 EVALUATE COMPLIANCE WITH WORK STANDARDS
C31 WRITE APRS
D09 CONDUCT ON-THE-JOB TRAINING (OJT)

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	17
E WORKING WITH FORMS AND RECORDS	15
G PERFORMING EW GENERAL SHOP MAINTENANCE MAINTENANCE	13
C EVALUATING	11
A ORGANIZING AND PLANNING	9
D TRAINING	8
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	5

GROUP ID NUMBER AND TITLE: GRP175, BRANCH/SECTION CHIEFS

NUMBER IN GROUP: 85 PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION. TAC (31%), SAC (26%), USAFE (12%),
USAFSS (13%), OTHER (18%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 32853 (1%), 32873 (80%), 32893 (18%), NOT REPORTED (1%)

AVERAGE GRADE: 6.5 JOB DIFFICULTY INDEX: 17.5

AVERAGE TIME IN CAREER FIELD: 164 MOS

AVERAGE TIME IN SERVICE: 206 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 1%

AMOUNT OF SUPERVISION: 86 PERCENT SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (12%), INTERESTING (75%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 85%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 75%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 109

GROUP DIFFERENTIATING TASKS:

TASKS

A02 ASSIGN PERSONNEL TO DUTY POSITIONS
B01 ASSIGN OR CONTROL SPACE, EQUIPMENT, OR MATERIAL
B33 SUPERVISE ELECTRONIC WARFARE SYSTEMS REPAIR TECHNICIANS (AFSC 32873)
C17 EVALUATE MAINTENANCE DATA COLLECTION (MDC) REPORTS
C24 EVALUATE WORK SCHEDULES OR WORK LOADS
C25 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	22
C EVALUATING	19
A ORGANIZING AND PLANNING	15
E WORKING WITH FORMS AND RECORDS	15
D TRAINING	11
G PERFORMING EW GENERAL SHOP MAINTENANCE	9

GROUP ID NUMBER AND TITLE: GRP062, CLASSROOM INSTRUCTORS

NUMBER IN GROUP: 28

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC (86%), SAC (3%), TAC, (4%), USAFSS (4%), ADC, (3%)

LOCATION: CONUS (93%), OVERSEAS (7%)

DAFSC DISTRIBUTION: 32833 (4%), 32853 (39%), 32873 (57%)

AVERAGE GRADE: 5.1

JOB DIFFICULTY INDEX: 15.5

AVERAGE TIME IN CAREER FIELD: 88 MOS

AVERAGE TIME IN SERVICE: 113 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 11%

AMOUNT OF SUPERVISION: 18 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (4%), INTERESTING (88%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 89%
NOT REPORTED 4%

AVERAGE NUMBER OF TASKS PERFORMED: 77

GROUP DIFFERENTIATING TASKS:

TASKS

B03 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT
D11 CONDUCT SKILL PERFORMANCE OR JOB PROFICIENCY TESTS
D22 EVALUATE TRAINING PROGRESS OF INDIVIDUALS
E07 COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)
E11 COMPLETE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)
U53 OPERATE OR MAINTAIN PARTS OF OSCILLOSCOPES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	21
D TRAINING	21
G PERFORMING EW GENERAL SHOP MAINTENANCE	12
B DIRECTING AND IMPLEMENTING	8
E WORKING WITH FORMS AND RECORDS	6
T REPAIRING EW COMPONENTS	6
K MAINTAINING TRANSMITTING SYSTEMS	4
A ORGANIZING AND PLANNING	4
J MAINTAINING RECEIVING SYSTEMS	4

GROUP ID NUMBER AND TITLE: GRP039, FLIGHTLINE TRAINEES

NUMBER IN GROUP: 78

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (22%), TAC (22%), ADC (31%), USAF (17%)
PACAF (6%), OTHER (2%)

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 32833 (42%), 32853 (47%), 32873 (11%)

AVERAGE GRADE: 3.5

JOB DIFFICULTY INDEX: 5.9

AVERAGE TIME IN CAREER FIELD: 34 MOS

AVERAGE TIME IN SERVICE: 44 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 78%

AMOUNT OF SUPERVISION: 18 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (21%), INTERESTING (43%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 49%
FAIRLY WELL OR BETTER 51%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 54%
FAIRLY WELL OR BETTER 45%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 39

GROUP DIFFERENTIATING TASKS:

TASKS

E07 COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)
F02 CHECK SAFETY DEVICES ON EJECTOR SEATS
F27 REMOVE OR INSTALL AIRCRAFT ACCESS PANELS
F42 REVIEW AIRCRAFT MAINTENANCE FORMS BEFORE APPLYING ELECTRICAL POWER
TO SYSTEMS
F53 UPLOAD OR DOWNLOAD PODS USING MJ-1 OR MJ-4 JAMMERS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	50
G PERFORMING EW GENERAL SHOP MAINTENANCE	12
E WORKING WITH FORMS AND RECORDS	8
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	7
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	6
T REPAIRING EW COMPONENTS	5

GROUP ID NUMBER AND TITLE: GRP034, SAC RC-135 EWS PERSONNEL

NUMBER IN GROUP: 47

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC (94%), USAFSS (6%)

LOCATION: CONUS (68%), OVERSEAS (32%)

DAFSC DISTRIBUTION: 32833 (4%), 32853 (32%), 32873 (57%), 32893/94 (4%),
NOT REPORTED (3%)

AVERAGE GRADE: 5.1

JOB DIFFICULTY INDEX: 12.5

AVERAGE TIME IN CAREER FIELD: 102 MOS

AVERAGE TIME IN SERVICE: 127 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 19%

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (21%), SO-SO (9%), INTERESTING (66%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 74%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 62

GROUP DIFFERENTIATING TASKS:

TASKS

F03 CLEAN OR POLICE FLIGHTLINE WORK AREAS
F16 PERFORM IN-FLIGHT ANALYSES OF MALFUNCTIONS
F18 PERFORM IN-FLIGHT MAINTENANCE OF EW EQUIPMENT
H03 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/ALA-6
DIRECTION FINDING SYSTEMS
H49 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON AN/APR-17
RECEIVING SYSTEMS
H78 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON ORC-501 SERIES
H84 PERFORM PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON WJ-1740
RECEIVING SYSTEMS
148 ISOLATE MALFUNCTIONS ON AN/APR-17 RECEIVING SYSTEMS ON AIRCRAFT
185 ISOLATE MALFUNCTIONS ON WJ-1740 RECEIVING SYSTEMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	27
G PERFORMING EW GENERAL SHOP MAINTENANCE	8
E WORKING WITH FORMS AND RECORDS	8
D TRAINING	7
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	7
T REPAIRING EW COMPONENTS	7
B DIRECTING AND IMPLEMENTING	6
I TROUBLESHOOTING EW SYSTEMS ON AIRCRAFT	6
W ELECTRONIC WARFARE COMPUTER TECHNOLOGY	5
H PERFORMING PRE-FLIGHT OR POST-FLIGHT OPERATIONAL CHECKS ON EW SYSTEMS	5

GROUP ID NUMBER AND TITLE: GRP040, SUPPLY MONITORS

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (41%), TAC (18%), USAFE (12%),
PACAF (12%), ATC (17%)

LOCATION: CONUS (77%), OVERSEAS (23%)

DAFSC DISTRIBUTION: 32833 (6%), 32853 (29%), 32873 (65%)

AVERAGE GRADE: 5.0

JOB DIFFICULTY INDEX: 7.5

AVERAGE TIME IN CAREER FIELD: 101 MOS

AVERAGE TIME IN SERVICE: 126 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 24%

AMOUNT OF SUPERVISION: 53 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (12%), INTERESTING (76%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 53%
FAIRLY WELL OR BETTER 47%

AVERAGE NUMBER OF TASKS PERFORMED: 38

GROUP DIFFERENTIATING TASKS:

TASKS

B24 REQUISITION SUPPLIES OR EQUIPMENT
E11 COMPLETE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)
E23 POST ENTRIES INTO SUPPLY CONTROL LOGS
E31 REVIEW PRIORITY MONITOR REPORTS
G52 SERVE AS NOT-REPAIRABLE-THIS-STATION (NRTS) MONITOR

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

E WORKING WITH FORMS AND RECORDS	35
G PERFORMING EW GENERAL SHOP MAINTENANCE	19
B DIRECTING AND IMPLEMENTING	14
D TRAINING	9
C EVALUATING	9
A ORGANIZING AND PLANNING	5

GROUP ID NUMBER AND TITLE: GRP011, QUALITY CONTROL PERSONNEL

NUMBER IN GROUP: 23

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (48%), USAFSS (30%), TAC (13%), OTHER (9%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 32873 (100%)

AVERAGE GRADE: 6.0

JOB DIFFICULTY INDEX: 12.3

AVERAGE TIME IN CAREER FIELD: 146 MOS

AVERAGE TIME IN SERVICE: 178 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: BULL (4%), SO-SO (9%), INTERESTING (87%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 4%
FAIRLY WELL OR BETTER 96%

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 44

GROUP DIFFERENTIATING TASKS:

TASKS

B09 DIRECT EVALUATIONS OF PERSONNEL
B18 IMPLEMENT QUALITY CONTROL PROGRAMS
B12 DIRECT MAINTENANCE STANDARDIZATION AND EVALUATION PROGRAMS (MSEP)
C08 EVALUATE COMPLIANCE WITH WORK STANDARDS
C14 EVALUATE INSPECTION REPORTS
E10 COMPLETE QUALITY CONTROL CHECKSHEET FORMS (AF FORM 2415)

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
C EVALUATING	26
B DIRECTING AND IMPLEMENTING	23
E WORKING WITH FORMS AND RECORDS	12
F PERFORMING ELECTRONIC WARFARE (EW) GENERAL FLIGHTLINE MAINTENANCE	11
G PERFORMING EW GENERAL SHOP MAINTENANCE	9
A ORGANIZING AND PLANNING	6
D TRAINING	6

GROUP ID NUMBER AND TITLE: GRP024, INSTRUCTORS

NUMBER IN GROUP: 28

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (61%), USAFSS (32%), SAC (3%), TAC (4%)

LOCATION: CONUS (96%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 32833 (4%), 32853 (25%), 32873 (68%), 32893/94 (3%)

AVERAGE GRADE: 5.5

JOB DIFFICULTY INDEX: 10.6

AVERAGE TIME IN CAREER FIELD: 104 MOS

AVERAGE TIME IN SERVICE: 131 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 11%

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), INTERESTING (89%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP DIFFERENTIATING TASKS:

TASKS

D02 ADMINISTER OR SCORE ORAL OR WRITTEN TESTS
D28 PLAN, DIRECT, SCHEDULE, OR CONDUCT RESIDENT COURSES
D29 PLAN OR SCHEDULE INSTRUCTOR TRAINING PROGRAMS
D30 WRITE LESSON PLANS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D TRAINING	47
B DIRECTING AND IMPLEMENTING	12
E WORKING WITH FORMS AND RECORDS	10
C EVALUATING	6
A ORGANIZING AND PLANNING	5
U OPERATING AND MAINTAINING PARTS OF SUPPORT EQUIPMENT	5
G PERFORMING EW GENERAL SHOP MAINTENANCE	5